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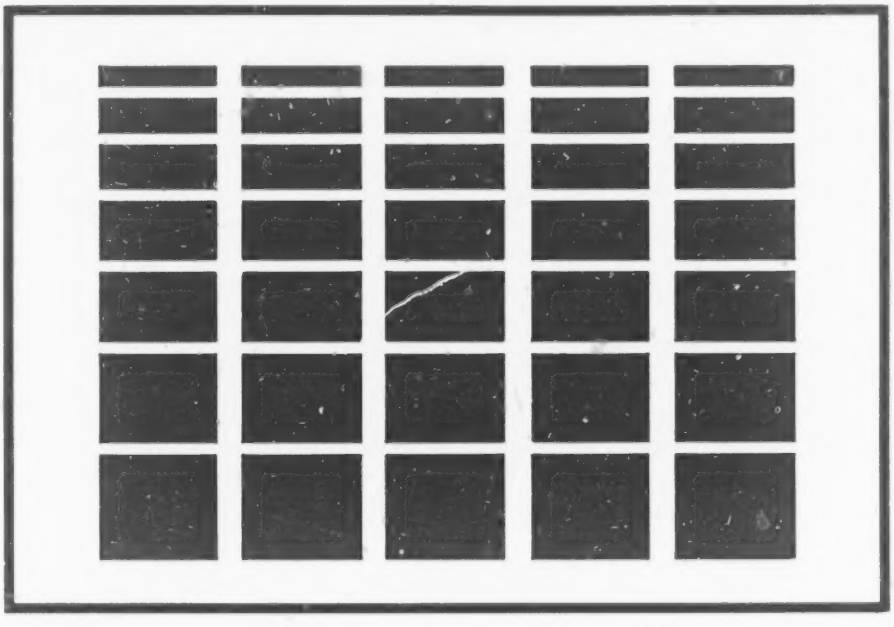
AMS Data Processing Salaries Report



Salary and policy information for data processing personnel in the United States and Canada

114 cities 2,360 companies 57,479 employees

Third Annual
Data Processing Salaries Report

Recruiting and Compensation Practices and Policies for Data Processing Employees in the United States and Canada

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2360 Maryland Road, Willow Grove, PA 19090
215-659-4300

AMS Management Information Committee

Objectives:
To provide up-to-date information on various aspects of management through survey activities and to disseminate this data through appropriate society committees and members; and to make this information available to other professional organizations, managers and educators.

The AMS salary survey data shall reveal trends and the going job rate for comparable jobs in the business community. This does not include starting hire rates or salary ranges.

Chairperson:
Dr. Edward G. Thomas, C.A.M., Department of Busines Education, Cleveland State Univ., 574 University Ctr., Cleveland, OH 44115 216-687-4740

Members:
Louise Beebe-Thornton, McNeil Pharmaceutical, Spring House, PA 19477 215-628-5757
Deborah Bianco, Deloitte, Haskins & Sells, 1114 Avenue of the Americas, New York, NY 10036 212-790-0732
Charles N. Creamer, IBM Canada, Ltd., 245 Consumers - DT 058, Willowdale, ON M2J 1S2 416-492-2755
Claude C. Davis, Automobile Club of S. California, Public Safety Dept , 2601 South Figueroa St., Los Angeles, CA 90007 213-741-4480
Kenneth L. Kessler, Blue Cross of Greater Philadelphia, 1333 Chestnut St., Philadelphia, PA 19107 215-448-5181
J. Richard Little, Pennsylvania Blue Shield, 1800 Center St., Camp Hill, PA 17011 717-763-6713
Robert Paynter, C.A.M., The Coca-Cola Co., P.O. Drawer 1734, Atlanta, GA 30301 404-676-6466
Bruce G. Posey, C.A.M., 225 Tower Rd., Barrington, IL 60010 312-259-7779
Wanda R. Warby, Citizens Commercial & Savings Bank, One Citizens Banking Ctr., Flint, MI 48502 313-766-7951
George Weber, Deloitte, Haskins & Sells, 1114 Ave. of the Americas, New York, NY 10036 212-790-0728

AMS Staff:
Manager of Surveys – Cindy Latessa, AMS International Headquarters, Willow Grove, PA 19090 215-659-4300

Introduction

The AMS Management Information Committee is pleased to present the results of the third annual salary survey of data processing personnel.

The survey is made possible through the vast network of AMS chapters throughout the United States and Canada. Input has been provided by AMS member and non-member companies in the areas of local chapters. All major cities are represented.

This report covers 20 key positions, grouped in job families, ranging from data entry personnel to managers of computer operations and applications programming.

Annual base compensation in effect on September 17, 1984 is reported. Statistics include salary data for 57,479 data processing employees in 2,360 companies in 114 cities in North America.

Types of businesses represented in the survey are Manufacturing/Processing; Banking/Insurance/Financial; Retail/Wholesale Sales and Distribution; Utilities; Data Processing Service Bureaus; All Others (Government, Educational, Medical, Employment, etc.).

In addition to salary data, the report provides up-to-date information on personnel practices such as hours of work, unionization, overtime pay practices, recruiting and training and other data useful in determining fair and equitable compensation for data processing personnel.

The 1985 Data Processing Salaries Report is sent without charge to all participating member and non-member companies.

We welcome your comments regarding the format of this survey, the positions included and other suggestions that will make this report a more useful management tool.

Map of AMS Chapters in United States and Canada

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1 Binghamton, Endicott, Vestal, NY
2 Bridgeport, Shelton, Trumbull, New Haven, Fairfield, Stamford, Norwalk, Westport
3 Des Plaines, Schaumburg, Deerfield, Oak Brook, Elmhurst
4 Davenport, IA; Moline, E. Moline, Rock Island, IL
5 Union Springs, Naples, Manchester, Newark, Geneva, Auburn, Canandaigua
6 Grand Rapids, Big Rapids, Wyoming, Muskegon, Zeeland
7 Norristown, Ambler, King of Prussia, Harleysville
8 Newark, East Orange, Summit, Clifton, Elizabeth, Morristown
9 Raleigh, Durham, Henderson
10 Stamford, Old Greenwich, Wilton, Danbury, Darien

Guide To Use of Survey Data

FOR YOUR INFORMATION

This survey was developed to provide AMS members and non-members with reliable salary and benefit information for data processing personnel. It presents annual base compensation for 20 carefully selected data processing positions that are found in most companies throughout the United States and Canada.

GEOGRAPHIC REGIONS

Salary data is included for most major cities and for seven geographic regions – Total United States; Eastern United States; East Central United States; West Central United States; Southern United States; Western United States; and Canada. As an additional service to users of the report, a breakdown of salaries by type of business for the United States and the five regions in the United States is included.

COROLLARY INFORMATION

The corollary data specifically identifies up-to-date personnel policies and practices. Information is given on hours of work, company size, EDP expenditures, recruiting policies, payment for overtime and methods of salary increases.

SALARY DATA

In addition to the average annual base compensation for each of the positions in the survey, the report gives the first quartile, the median and the third quartile, and the number of companies reporting and the number of employees reported.

EXPLANATION OF STATISTICS

The salary rates are explained as follows:

Average (Arithmetic Mean) – in computing the average (arithmetic mean) for each position, the total number of employees reported for each salary is multiplied by the salary. The results of each of these calculations are totaled and divided by the number of employees whose salaries are reported for the position.

Quartiles – A quartile is not an average – it is a measure of a position in a distribution. It is an actual salary at the particular quartile position. In certain distributions, there may not be a person's salary at the quartile dividing point, in which case interpolation and rounding are used to provide a whole dollar figure.

As contrasted to averages, quartiles are not affected by the high frequency of salaries at the extremes, either at the high or low end of a distribution. Because of this characteristic, quartiles present highly acceptable figures in salary surveys where position categories are subject to personal interpretation.

First Quartile – This is the actual annual salary paid the employee whose salary is more than one-quarter and less than three-quarters of all the employees reported for the position.

Median – Second Quartile – This is the actual annual salary of the middle employee in the distribution. Half of the employees reported earn more; the other half earn less. In a perfectly balanced distribution, the median salary will be the same figure as the average (arithmetic mean).

Generally speaking, when a substantial number of salaries are reported for a position and they have been placed in the correct classification (close conformance to position description), these two figures, the median and average, will be close.

Third Quartile – This is the actual annual salary paid the employee whose salary is more than three-quarters of all the employees reported for the position.

The salaries at the First and Third Quartile show the limits of the middle 50% of employees reported. Some refer to the spread between these salaries as an "effective salary range" for the position because the salaries at the extremes are disregarded.

APPLYING THE INFORMATION

Salary surveys must be used with great caution. You are urged to review the content of each position description before making salary comparisons with the positions in your company. Do not be misled by position titles.

The position descriptions used in the questionnaire are basic. They were developed to enable respondents to include employees with similar duties. You should not expect the salaries in your company to be the same as the survey figures. Other factors should be considered when making comparisons of figures. These include personnel policies used to provide data processing personnel with equitable compensation.

Position Titles & Descriptions

COMPUTER OPERATIONS

A MANAGER - COMPUTER OPERATIONS – Responsible for ensuring the security and efficient and continuous functioning of the Computer Operations Center mainframe and peripheral equipment. Interface with users to coordinate activities and resolve problems. Review and evaluate the performance of equipment and staff. Recommend improvements as necessary. Maintain a state-of-the-art knowledge of hardware and peripheral equipment. Interface with vendors with regard to computer operating equipment. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

B SUPERVISOR - COMPUTER OPERATIONS – This is the first level of supervision. Responsible for directing computer operations and related functions in the efficient and economical production and testing of all computer jobs. Evaluate performance and service given to users. Maintain, review and adjust operating schedules as necessary. Investigate and resolve operating problems. Serve as a liaison with vendors. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

C LEAD COMPUTER OPERATOR – Responsible for assisting the Supervisor-Computer Operations in providing work leadership and technical guidance to computer operators to ensure a smooth and continuous flow of work and high quality of performance. This includes assisting in planning and balancing schedules; determining and resolving equipment input; operate and program problems within prescribed limits of authority; providing training to operators and operating equipment as necessary.

D COMPUTER OPERATOR - LEVEL A – Operate computer utilizing established programs or programs under development. Load computer and operate console. Troubleshoot program errors or equipment failures. May instruct or give limited directions to less experienced operators.

E COMPUTER OPERATOR - LEVEL B – Operate computer utilizing established programs or programs under development. Load computer and operate console in accordance with programmed instructions. Observe functioning of equipment. Detect and report nature of errors or equipment failure and make simple console adjustments. Maintain necessary operating records.

COMPUTER OPERATIONS SUPPORT STAFF

F TAPE LIBRARIAN – Responsible for maintaining a library of computer generated information (e.g., tapes, disks, etc.). File information according to established procedure. Maintain logs of tapes in use and ensure their return. Prepare tapes for selected computer operations. Maintain an inventory of all library information. Inspect files for damage and report as necessary.

G DATA QUALITY CONTROL CLERK – Responsible for receiving and reviewing all data processing input and output for completeness and accuracy to ensure user requirements are met. Interface with users as necessary and/or resolve and correct problems within the parameters of the position. Distribute reports according to instructions.

DATA ENTRY

H SUPERVISOR - DATA ENTRY – This is the first level of supervision. Responsible for supervising and organizing the work of employees operating data entry equipment. Review and evaluate section performance. Interface with users as needed. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

I LEAD DATA ENTRY OPERATOR – Responsible for assisting the Supervisor-Data Entry by providing work, leadership and technical guidance to data entry operators to ensure a smooth and continuous flow of work and high quality of performance. Operate data entry equipment.

J DATA ENTRY OPERATOR - LEVEL A – Responsible for operating data entry equipment to record and/or verify, using the more complex formats, data from source documents. Correct errors. Follow a pattern of operations generally standardized but frequently including rules, exceptions and special instructions which demand the operator's close attention. May provide assistance and/or training to less experienced operators.

K DATA ENTRY OPERATOR - LEVEL B – Responsible for operating data entry equipment to record and/or verify data from source documents. Correct errors. Follow a generally standardized pattern of operations.

APPLICATIONS PROGRAMMING

L MANAGER - APPLICATIONS PROGRAMMING – Responsible for planning, organizing, directing and coordinating applications programming personnel involved in systems analyses, design, programming, modification and implementation of projects. Plan and monitor project assignments and schedules. Meet with users to identify project requirements, establish deadlines, communicate progress and resolve problems (e.g., programming, equipment). Analyze and ensure results meet user requirements. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

M PROJECT LEADER (LEAD PROGRAMMER/ANALYST) – Under general direction plan, control and monitor the analysis, design and/or modification of applications programs. Coordinate the testing and ensure the timely implementation of projects as assigned to the team. Ensure all necessary documentation is completed and department standards are adhered to. Interface with users and ensure their requirements are met. Provide training and assistance to programmer/analysts. Prepare project status reports and keep management informed of all pertinent developments within area of responsibility.

N SYSTEMS ANALYST (SENIOR PROGRAMMER/ANALYST) – Under general supervision participate in the analysis, program design, and other tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects assigned are of a more complex nature requiring extensive exposure, experience, and technical expertise. Interface with users to determine the need for, use of and informational requirements of the new system or system modification. Define the applications problem, determine system specifications and make recommendations. Prepare logic flow charts and documentation. Devise data verification methods and standard systems procedures. Train experienced programmer/analysts.

O PROGRAMMER/ANALYST – Under general supervision participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects are of an intermediate complexity level. Interface with users to determine the need for, use of and information requirement of the new system or system modification. Define the applications problems and determine system specifications and make recommendations. Prepare logic flow charts, codes and documentation. Devise data verification methods and standard system procedures.

P PROGRAMMER – Under general supervision, participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain information systems. Prepare all elements of program documentation, test data and organization of program testing schedules. Debug programs, design conversion procedures and operating procedures for operators of users of the program.

SOFTWARE SYSTEMS PROGRAMMING

Q MANAGER - SOFTWARE SYSTEMS PROGRAMMING – Responsible for planning, organizing, directing and coordinating personnel involved in the analysis, design, programming, modification and implementation of software systems. Plan and monitor project assignments and schedules. Analyze existing software systems, new software packages and make recommendations to senior management to improve operating efficiency and utilization. Establish standards and ensure their compliance. Interface with other members of the staff and provide technical guidance as necessary. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

R SENIOR SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in all activities involved in the design, coding, implementation, or modification of software systems. Projects assigned are of a more complex nature requiring extensive exposure, experience and technical expertise. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications. May recommend equipment changes. May provide guidance and/or training to less experienced systems programmers.

S SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in activities involved in the design, coding, implementation, or modification of software systems. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications.

DATABASE MANAGEMENT

T DATABASE ADMINISTRATOR – Under general direction this position is fully responsible for the definition, organization, efficient and economic use and protection of the company's databases. Develop, document and enforce standards for database use, control, modification and maintenance. Develop and maintain descriptions of data, resources, and users including a database dictionary. Interface with staff and users concerning database structures, systems integration, procedures, et cetera. Prepare required reports and keep management informed as to pertinent developments within area of responsibility.

Personnel Policies

In addition to the salary data reported, survey information is also given on current personnel practices for data processing employees.

WORK WEEK – UNITED STATES

In the United States, 68.6% of the *exempt* employees work 40 hours or more a week and 24.6% work less than 40 hours; 6.8% did not reply.

The majority, 64.5%, report their *non-exempt* employees work 40 hours or more per week, and 31.3% work less than 40 hours; 4.2% did not reply.

The majority of the employees in the survey (66.7%) work on a fixed time schedule; 22.6% work a variable schedule with fixed hours; 7% work variable hours; :9% work other hours; 2.8% did not reply.

WORK WEEK – CANADA

In Canada, 67.8% of the higher-level employees work less than 40 hours; 21.6% work 40 hours or more per week; 10.6% did not answer this question.

The majority of lower-level data processing employees (79.4%) work 40 hours or less and 15.3% work 40 hours or more, and 5.3 did not reply.

Most of the Canadian companies, 64%, reported their data processing employees work on a fixed time schedule; 23.8% work variable hours on a fixed schedule; 6.9% work variable hours; 5.3% did not reply.

UNIONIZATION – UNITED STATES

In the United States, 94.2% of the respondents reported that their *exempt* data processing employees are not unionized; only 1% are unionized; 4.8% did not answer this question.

Of the *non-exempt* employees, 90.9% of the respondents reported these employees are not unionized; 5.3% indicated their employees are unionized and 3.8% did not reply.

UNIONIZATION – CANADA

In Canada, 90.5% of the respondents reported their higher-level employees are not unionized; 1% reported that these employees are unionized; and 8.5% did not reply.

The Canadian respondents reported that 81.5% of their lower-level employees are not unionized and 14.3% are unionized; 4.2% did not reply.

OVERTIME PRACTICES FOR EXEMPT PERSONNEL – UNITED STATES

On overtime practices for exempt data processing employees, 40.4% said they give these employees compensatory time off for the overtime they work; 16.8% give exempt employees meal allowances when they work overtime; 13.9% pay premiums for shift work; 7.3% give transportation allowances; 5.2% pay Saturday and Sunday premiums; 5.1% pay Sunday premiums; 5.6% pay Saturday premiums.

Other overtime policies are in effect in 19.8% of the U.S. firms. Of the respondents, 24.5% did not answer this question but many reported on more than one of these overtime policies.

OVERTIME PRACTICES FOR EXEMPT PERSONNEL – CANADA

In Canada, 54.5% of the companies reported that they give higher-level employees compensatory time off for overtime they work; 27.5% of the firms give meal allowances for the exempt employees who work overtime; 14.8% pay premiums for shift work; 7.9% pay premiums for Saturday and Sunday; 7.4% of the companies give transporation allowances; 5.3% pay premiums for Saturday; and 4.8% pay premiums for Sunday.

Other overtime policies are in place in 19.6% of the responding Canadian firms, and many firms reported on several overtime policies.

Compensation and Recruiting Practices

SALARY INCREASES – UNITED STATES

In the United States, 78.8% of the respondents give salary increases to *exempt* data processing employees on a merit basis; 24.6% give general increases; 7.5% give increases for longevity; 5.4% give cost-of-living increases; 3.1% give increases for equity; some firms use a combination of these policies for giving increases.

The majority (81.8%) reported that they give salary increases to *non-exempt* data processing employees on a merit basis; 20.9% give general increases; 5.3% give increases for longevity; 4.1% give cost-of-living increases; some give increases on a combination of these methods.

SALARY INCREASES – CANADA

The largest percentage (65.1%) give salary increases to higher-level data processing employees on a merit basis; 46.6% give general increases; 7.4% give cost-of-living increases; 3.2% give increases for equity; 7.9% have a different policy on increases, and some firms reported on combination of these methods.

Of the respondents, 67.7% give lower-level data processing employees increases on a merit basis; 41.3% give general increases; 6.3% give cost-of-living increases; 2.1% give increases for longevity; 3.2% give increases for equity, and some respondents give increases using a combination of these methods.

RECRUITING PRACTICES FOR EXEMPT EMPLOYEES – UNITED STATES

When asked which methods they *most often* use for recruiting *exempt* data processing employees, 58.2% of the respondents indicated newspaper ads; 32% use personnel agencies most often; 34.3% most often recruit in-house; 13.5% recruit most often through colleges and universities; 10.6% most often use vocational or technical schools; 7.6% use other sources.

Respondents were asked if they give incentives to current employees when they recruit *exempt* data processing employees. The majority of the U.S. firms (82.1%) do not give incentives such as bonuses, cash awards or time off. A small percentage (15.5%) do give cash awards or use other incentives for recruiting; 2.4% did not reply.

When the U.S. firms were asked if they use aptitude or skills tests when hiring *exempt* data processing employees, 64.9% do not use such tests, and 35.1% answered "yes".

RECRUITING PRACTICES FOR HIGHER-LEVEL EMPLOYEES – CANADA

In Canada, 59.3% of the respondents most often recruit higher-level data processing employees through newspaper ads; 33.9% recruit in-house; 23.3% use personnel agencies; 22.3% recruit through colleges and universities; 12.2% use vocational or technical schools; and 6.4% use other recruiting methods.

When Canadian firms were asked about the use of recruiting incentives for current employees who recommend higher-level data processing employees, 86.2% of the respondents report they do not have such a policy; 8.5% said they give cash bonuses or use other methods to reward their employees.

When Canadian firms were asked about the use of aptitude or skills tests, the majority (63%) said "no", and 37% said "yes".

Training and Development Programs

Types of training and development programs for data processing employees were also taken into consideration in the survey.

TYPES OF TRAINING – UNITED STATES

Regarding types of training used for *exempt* data processing employees, 78.8% of the U.S. respondents indicated these employees receive on-the-job training; 67.6% of the companies reported that employees receive training through attendance at outside workshops or seminars; 25.3% said they use programmed instruction for training; 26.3% of the firms said the employees receive training at colleges or universities; 25.5% of the reporting firms said they have in-house classrooms for employee training; 20.8% reported they use videotape courses for training. Most firms reported on several methods for training and development.

TYPES OF TRAINING – CANADA

The majority (84.1%) of the respondents also indicated that on-the-job training is the most popular method for their data processing employees; 52.9% of the companies said they use outside workshops or seminars for training; 18% said they use programmed instruction and videotape courses for training; 18% said employees receive training at colleges or universities; 22.8% have in-house classrooms for training and 4.2% use other training methods. Most of the participating companies reported on several training methods.

JOB ROTATION – UNITED STATES

When the firms in the U.S. were asked if they use job rotation or team assignments for *exempt* data processing employees, 61.5% said "no"; 24.6% said "yes"; 8.9% did not reply.

Asked if they use job rotation or team assignments for *non-exempt* data processing employees, the majority (67.2%) of the U.S. firms said "no"; 25.4% said "yes" and 7.4% did not reply.

JOB ROTATION – CANADA

The majority (60.3%) of the respondents do not use job rotation or team assignments for higher-level data processing personnel; 24.8% answered "yes" to this question; 14.8% did not respond.

According to 57.6% of the Canadian respondents, they do not use job rotation or team assignments for lower-level data processing employees; 33.9% do have this policy and 8.5% did not reply.

Supplementary Profile Information

Profile by Size of Company

(In million dollar sales)	Percent of Companies Reported	
	United States	Canada
Under $25	30.2%	34.4%
$25 – $99	21.6%	30.7%
$100 – $499	19.7%	14.8%
$500 – $999	5.7%	2.1%
$One billion and over	9.3%	3.7%
No Answer	13.5%	14.3%

Profile by Annual EDP Expenditures

(In million dollars)	Percent of Companies Reported	
	United States	Canada
Under $.25	33.8%	43.9%
$.25 – $.49	11.7%	10.6%
$.5 – $.99	8.4%	7.9%
$1 – $1.99	8.3%	4.8%
$2 – $4.99	7.6%	6.9%
$5 million & over	7.6%	4.2%
No answer	22.7%	21.7%

Highlights
Salary Data for United States and Canada

This report presents the findings of the third annual AMS survey on salaries of data processing employees. The survey covers 57,479 employees in 2,360 companies in 114 major cities throughout the United States and Canada.

Types of business represented in the survey are manufacturing/processing; banking/insurance/financial; retail/wholesale sales and distribution; utilities; data processing service bureaus; and a composite group of governmental, educational, medical and employment.

The survey reports annual base compensation in effect on September 17, 1984. It includes 20 key data processing positions in computer operations, data entry operations, applications programming, software systems programming and database management.

Survey results indicate that a manager of software systems programming is averaging the highest salary at $40,400 per year, and a manager of applications programming is a close second, receiving $40,000 annually.

Database administrator is third at $36,400 per year, and project leader (lead programmer analyst) is next at $35,600. Manager of computer operations follows at $35,400.

In Canada, a manager of applications programming is earning C$42,500 annually, and a manager of software systems programming is earning C$41,700. A manager of comuter operations is averaging C$40,900 per year, and a database administrator is receiving C$39,500. These figures are presented in Canadian funds. Other national averages for Canadian positions are found on page 15.

The figures below indicate the percentage of increase in annual base compensation for each of the 20 positions in the United States.

UNITED STATES

	1984	1983	% of Increase
Computer Operations			
Mgr. - Computer Operations	$35,400	$35,000	1.1%
Supv. - Computer Operations	25,900	25,000	3.6%
Lead Computer Operator	20,900	19,400	7.7%
Computer Operator - Level A	17,600	16,900	4.1%
Computer Operator - Level B	15,600	14,700	6.1%
Computer Operations Support Staff			
Tape Librarian	15,500	14,600	6.2%
Data Quality Control Clerk	14,900	14,200	4.9%
Data Entry Operations			
Supervisor - Data Entry	20,200	19,700	2.5%
Lead Data Entry Operator	16,000	15,600	2.6%
Data Entry Operator - Level A	13,600	13,200	3.0%
Data Entry Operator - Level B	12,800	12,300	4.1%

UNITED STATES

	1984	1983	% of Increase
Applications Programming			
Mgr., Applications Programming	$40,000	$38,700	3.4%
Project Leader (Lead Programmer/Analyst)	35,600	33,800	5.3%
Systems Analyst (Senior Programmer/Analyst)	30,900	29,600	4.4%
Programmer/Analyst	26,300	24,800	6.0%
Programmer	21,600	20,700	4.3%
Software Systems Programming			
Mgr.-Software Sys. Programming	40,400	38,200	5.8%
Sr. Software Sys. Programmer	34,700	31,900	8.8%
Software Systems Programmer	28,200	26,700	5.6%
Database Management			
Database Administrator	36,400	35,000	4.0%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOTAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	29.9	20.3	17.6	15.6	15.5	14.9	20.2	16.0	13.6	12.8	40.0	35.6	30.9	26.3	21.6	40.4	34.7	28.2	36.4
FIRST QUARTILE	30.0	21.5	15.5	14.5	13.5	12.5	12.5	16.5	13.5	11.5	10.5	34.0	32.0	28.0	22.5	18.5	36.0	32.0	25.5	30.0
MEDIAN	36.0	25.5	17.5	17.5	14.5	14.5	14.5	19.5	15.5	13.5	12.5	40.0	36.0	30.0	25.5	21.5	40.0	36.0	28.0	36.0
THIRD QUARTILE	43.0	30.0	22.5	19.5	17.5	17.5	16.5	22.5	17.5	15.5	14.5	47.5	40.0	34.0	30.0	24.5	47.5	38.0	32.0	43.0
NO. COMPANIES	1218	931	811	1087	970	361	479	664	631	1100	831	757	688	944	1114	1011	451	439	386	323
NO. EMPLOYEES	1355	1616	1826	3385	3155	765	1480	974	1401	5422	5461	1646	3273	5724	7297	5432	617	1470	1294	403

CANADA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.9	31.1	24.5	20.6	18.5	19.5	20.8	23.0	19.3	17.1	15.7	42.5	38.1	34.2	28.4	24.3	41.7	37.0	24.6	39.5
FIRST QUARTILE	34.0	24.5	20.5	16.5	15.5	16.5	18.5	18.5	17.5	14.5	13.5	38.0	34.0	30.0	25.5	21.5	36.0	32.0	25.5	38.0
MEDIAN	43.0	30.0	24.5	20.5	18.5	19.5	20.5	22.5	19.5	16.5	14.5	43.0	38.0	34.0	28.0	23.5	43.0	38.0	30.0	40.0
THIRD QUARTILE	47.5	36.0	28.0	23.5	20.5	23.5	21.5	26.5	20.5	19.5	17.5	47.5	43.0	38.0	32.0	26.5	47.5	40.0	32.0	43.0
NO. COMPANIES	78	55	47	81	77	17	33	33	37	89	73	51	47	76	80	71	19	27	25	13
NO. EMPLOYEES	80	60	72	159	156	22	57	37	49	262	259	65	101	239	361	320	20	56	90	14

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY - CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.6	26.3	20.7	17.8	16.1	16.8	14.9	20.1	16.4	13.9	13.5	40.6	36.6	31.1	26.4	21.9	40.5	34.4	25.2	35.2
FIRST QUARTILE	30.0	22.5	17.5	15.5	13.5	13.5	12.5	17.5	14.5	12.5	11.5	34.0	34.0	28.0	23.5	19.5	34.0	30.0	24.5	30.0
MEDIAN	36.0	25.5	20.5	17.5	15.5	16.5	15.5	19.5	15.5	13.5	13.5	40.0	36.0	32.0	26.5	21.5	40.0	36.0	24.0	34.0
THIRD QUARTILE	43.0	30.0	23.5	19.5	18.5	21.5	16.5	22.5	17.5	15.5	15.5	47.5	40.0	34.0	30.0	24.5	47.5	38.0	32.0	40.0
NO. COMPANIES	308	222	197	270	239	91	126	172	168	301	239	175	179	234	251	261	108	105	101	82
NO. EMPLOYEES	325	412	435	922	777	211	405	272	331	1418	2209	445	952	1410	1562	1290	155	382	375	110

EAST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.7	26.7	21.5	18.0	17.0	15.7	15.2	21.9	17.1	14.8	12.4	39.0	35.3	31.5	27.4	22.2	40.8	34.4	24.0	37.6
FIRST QUARTILE	30.0	22.5	17.5	15.5	13.5	12.5	12.5	17.5	14.5	12.5	9.5	34.0	32.0	28.0	23.5	19.5	34.0	30.0	25.5	32.0
MEDIAN	36.0	26.5	21.5	17.5	15.5	14.5	13.5	20.5	16.5	14.5	11.5	40.0	34.0	32.0	26.5	21.5	43.0	34.0	24.0	36.0
THIRD QUARTILE	43.0	30.0	24.5	19.5	20.5	17.5	17.5	25.5	17.5	16.5	13.5	43.0	40.0	36.0	30.0	24.5	47.5	38.0	32.0	43.0
NO. COMPANIES	274	217	177	239	209	69	95	135	122	229	170	163	151	205	247	229	98	103	77	63
NO. EMPLOYEES	287	347	345	736	746	128	256	164	193	942	1077	382	611	1056	1839	1234	117	272	223	77

WEST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	25.9	20.2	17.0	14.3	15.0	14.5	20.5	15.0	13.3	12.1	38.8	34.9	30.4	25.1	20.9	33.9	33.7	26.8	33.6
FIRST QUARTILE	24.0	20.5	16.5	14.5	12.5	12.5	11.5	15.5	12.5	11.5	10.5	34.0	30.0	26.5	21.5	17.5	34.0	30.0	23.5	28.0
MEDIAN	34.0	24.5	18.5	16.5	14.5	14.5	13.5	18.5	14.5	12.5	11.5	38.0	34.0	30.0	24.5	20.5	38.0	34.0	28.0	34.0
THIRD QUARTILE	40.0	30.0	22.5	18.5	15.5	16.5	15.5	22.5	16.5	14.5	13.5	43.0	40.0	34.0	28.0	23.5	43.0	38.0	30.0	40.0
NO. COMPANIES	260	190	178	239	211	65	93	127	140	244	171	163	138	199	262	234	83	82	78	63
NO. EMPLOYEES	280	261	343	606	562	107	226	164	281	966	729	276	517	988	1329	1068	105	249	194	70

SOUTHERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.0	24.4	19.0	16.9	14.8	14.2	14.6	18.7	15.5	12.8	12.0	40.9	34.7	30.5	25.8	21.4	41.1	35.2	24.2	38.2
FIRST QUARTILE	26.5	20.5	16.5	14.5	12.5	12.5	12.5	15.5	13.5	11.5	10.5	36.0	30.0	26.5	22.5	18.5	36.0	32.0	25.5	32.0
MEDIAN	34.0	24.5	18.5	16.5	14.5	13.5	14.5	18.5	15.5	12.5	11.5	43.0	34.0	30.0	25.5	20.5	40.0	36.0	24.0	38.0
THIRD QUARTILE	40.0	28.0	21.5	18.5	16.5	15.5	16.5	20.5	16.5	13.5	13.5	47.5	38.0	34.0	28.0	23.5	47.5	38.0	32.0	43.0
NO. COMPANIES	260	204	176	229	210	99	114	159	133	211	157	157	149	215	240	139	117	100	94	89
NO. EMPLOYEES	328	430	526	799	773	233	491	259	464	2114	784	403	879	1743	1923	1353	161	388	366	117

WESTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.8	26.9	20.7	18.7	15.8	16.0	16.3	20.9	16.8	14.1	12.5	41.2	37.0	31.5	26.7	21.8	39.3	36.2	29.1	36.3
FIRST QUARTILE	30.0	22.5	17.5	16.5	13.5	13.5	12.5	18.5	14.5	11.5	11.5	38.0	32.0	28.0	22.5	18.5	36.0	34.0	25.5	32.0
MEDIAN	38.0	26.5	19.5	18.5	15.5	15.5	15.5	20.5	16.5	13.5	12.5	40.0	36.0	30.0	26.5	20.5	38.0	36.0	30.0	38.0
THIRD QUARTILE	43.0	30.0	23.5	20.5	17.5	17.5	20.5	22.5	18.5	15.5	13.5	47.5	43.0	36.0	30.0	24.5	43.0	40.0	34.0	43.0
NO. COMPANIES	116	98	83	110	101	37	50	71	64	115	94	89	71	91	114	68	45	49	35	26
NO. EMPLOYEES	135	159	177	322	297	96	102	105	132	982	662	140	314	527	644	437	79	179	140	29

Summary Of Annual Salary Levels For Data Processing Positions in the United States

A	B	C	D	E	F
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN

This table summarizes the salary levels for all of the participating companies in the United States. The data reflects the total number of employees reported by position titles at the various levels of annual base compensation.

An "A" has been placed to the left of the number of employees that fall in the salary level representing the annual base compensation of all of the employees reported in that particular job category. (See page 15 for actual average figures.)

For easy reference, the shaded figures for each job category indicate the number of employees by consecutive salary levels which represent the range from the first quartile to the third quartile inclusively (the middle 50%). (See page 15 for actual quartile figures.)

For example, by referring to the chart you can see that of the 1,355 managers of computer operations reported, a total of 134 received an annual base salary between $35,001 and $37,000, and the average salary of $35,500 falls within this range. The shaded area covers the salaries between $29,001 and $45,000 which includes the first quartile rate of $30,000 and the third quartile rate of $43,000.

This procedure can be applied to each position in the survey.

ANNUAL SALARY LEVEL	A	B	C	D	E	F
UNDER-10000	-	-	1	28	90	31
10001-11000	-	-	4	35	141	43
11001-12000	12	32	17	93	208	58
12001-13000	1	-	24	169	311	89
13001-14000	-	-	48	215	392	96
14001-15000	3	15	88	310	446	97
15001-16000	3	13	123	361	A 378	A 81
16001-17000	5	26	163	392	311	54
17001-18000	6	56	149	A 404	221	51
18001-19000	19	58	194	310	155	26
19001-20000	17	65	155	318	106	31
20001-21000	12	81	A 164	178	71	13
21001-22000	17	105	138	204	57	11
22001-23000	17	96	112	95	27	54
23001-24000	19	110	105	74	142	13
24001-25000	36	106	91	71	10	6
25001-26000	43	A 141	52	42	44	4
26001-27000	32	86	37	26	33	1
27001-29000	76	175	69	32	10	2
29001-31000	103	145	34	21	1	3
31001-33000	119	122	41	5	1	-
33001-35000	117	58	7	-	-	-
35001-37000	A 134	37	2	1	-	-
37001-39000	111	30	5	1	-	-
39001-41000	101	28	1	-	-	-
41001-45000	140	13	2	-	-	1
45001-50000	114	11	-	-	-	-
50001-OVER	98	7	-	-	-	-
TOTAL EMPLOYEES	1355	1616	1826	3385	3155	765

NUMBER OF EMPLOYEES BY JOB RATE

G	H	I	J	K	L	M	N	O	P	Q	R	S	T	TOTAL NUMBER OF EMPLOYEES
DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR	
96	2	9	295	1132	1	–	–	–	5	–	–	–	–	1690
78	14	23	634	689	1	–	–	1	3	–	–	1	–	1667
99	6	60	1264	813	2	–	–	1	12	–	–	–	–	2577
189	14	128	986	A589	5	–	1	1	25	–	–	1	1	2534
221	32	204	A886	626	–	1	–	10	60	–	–	2	1	2794
A159	74	179	742	478	1	–	2	21	83	1	1	1	3	2704
197	70	A194	535	626	–	1	2	43	170	–	–	3	1	2801
97	58	171	370	157	1	1	3	35	235	–	1	9	2	2092
114	85	173	221	81	–	3	5	63	378	–	2	13	2	2027
48	99	78	137	78	1	7	10	172	506	–	–	29	3	1930
51	102	35	61	32	–	11	31	258	565	4	1	14	5	1362
28	A104	27	114	57	8	2	35	294	625	2	5	30	3	1852
24	44	35	48	47	5	14	174	476	A440	3	4	45	8	1393
25	49	35	39	6	9	20	89	530	453	–	3	36	4	1701
12	37	18	70	–	2	21	156	545	486	5	18	49	6	1984
16	33	15	14	21	4	45	168	637	307	4	19	75	8	1685
7	27	3	2	12	8	35	291	577	278	5	23	119	4	1718
10	20	5	3	2	18	44	301	A557	243	1	36	80	6	1541
5	38	2	1	4	42	192	820	1239	314	6	68	A211	25	3352
1	29	1	–	1	58	356	A860	747	107	25	155	180	20	2848
–	11	–	–	1	87	332	887	469	87	31	158	173	24	2348
1	8	–	–	–	204	480	656	255	29	52	A208	112	49	2236
1	5	–	–	–	125	A413	589	167	9	61	198	61	A45	1842
1	5	–	–	–	136	410	317	116	9	70	282	26	29	1548
–	3	6	–	–	A173	273	174	68	1	A57	146	11	27	1069
–	–	–	–	3	323	424	138	17	–	122	98	6	54	1335
–	1	–	–	–	266	159	13	2	2	97	19	2	45	730
–	4	–	–	6	166	23	2	–	–	59	3	–	26	419
1480	974	1401	6422	5461	1646	3273	5724	7297	5432	617	1470	1298	403	55009

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOTAL U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.6	28.0	21.7	18.5	16.9	19.0	17.2	22.5	16.6	15.5	13.8	41.1	37.3	32.3	27.1	22.9	41.3	35.9	24.0	35.0
FIRST QUARTILE	32.0	23.5	17.5	15.5	13.5	15.5	13.5	18.5	14.5	11.5	10.5	36.0	34.0	30.0	24.5	19.5	36.0	34.0	24.5	29.0
MEDIAN	38.0	28.0	21.5	17.5	15.5	19.5	16.5	20.5	15.5	14.5	12.5	43.0	39.0	32.0	28.2	22.5	43.0	38.0	27.0	36.0
THIRD QUARTILE	43.0	32.0	24.5	20.5	18.5	22.5	19.5	25.5	18.5	17.5	14.5	47.5	43.0	36.0	30.0	25.5	47.5	38.0	37.0	40.0
NO. COMPANIES	365	264	218	330	274	69	107	154	164	355	219	183	176	265	564	515	124	125	95	102
NO. EMPLOYEES	375	353	394	747	622	145	185	204	225	1126	974	32	797	1167	1438	1025	153	140	227	103

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.3	25.2	19.8	16.8	14.5	14.4	13.6	19.5	15.7	12.9	11.7	41.0	35.9	30.6	25.0	20.7	41.0	33.8	27.8	38.6
FIRST QUARTILE	32.0	21.5	16.5	14.5	12.5	12.5	11.5	16.5	13.5	11.5	10.5	36.0	32.0	28.0	22.5	18.5	38.0	30.0	24.5	34.0
MEDIAN	36.0	24.5	19.5	16.5	14.5	13.5	12.5	18.5	15.5	12.5	11.5	43.0	36.0	30.0	24.5	20.5	43.0	34.0	27.0	40.0
THIRD QUARTILE	40.0	28.0	22.5	18.5	16.5	15.5	15.5	21.5	16.5	14.5	12.5	47.5	40.0	34.0	28.0	22.5	47.5	36.0	32.0	45.0
NO. COMPANIES	264	230	211	250	237	140	159	192	155	230	185	208	189	233	263	225	115	114	113	74
NO. EMPLOYEES	280	454	544	916	877	258	450	274	371	1411	1401	536	993	1743	2229	1770	136	404	195	94

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.2	25.4	19.5	16.3	14.9	15.0	13.7	20.2	15.6	13.2	10.9	40.4	36.3	32.2	26.7	21.7	38.8	35.1	24.5	37.4
FIRST QUARTILE	26.5	21.5	16.5	14.5	12.5	12.5	11.5	16.5	13.5	11.5	9.5	34.0	30.0	28.0	24.5	18.5	32.0	32.0	24.0	32.0
MEDIAN	36.0	24.5	18.5	16.5	14.5	14.5	13.5	19.5	15.5	13.5	9.5	40.0	36.0	34.0	28.0	22.5	34.0	36.0	32.0	38.0
THIRD QUARTILE	43.0	28.0	22.5	18.5	16.5	17.5	15.5	22.5	17.5	14.5	11.5	47.5	43.0	36.0	28.0	23.5	47.5	40.0	32.0	43.0
NO. COMPANIES	123	91	81	105	103	29	38	68	75	129	98	64	56	69	97	35	35	32	24	19
NO. EMPLOYEES	131	101	141	276	238	42	83	75	151	564	650	119	187	290	440	418	39	64	86	20

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.3	32.4	23.8	21.3	18.1	17.3	20.5	28.3	18.2	17.7	16.1	44.7	37.6	33.1	28.2	24.8	42.8	36.4	31.6	40.5
FIRST QUARTILE	36.0	30.0	20.5	17.5	14.5	14.5	16.3	24.5	16.5	15.5	13.5	40.0	34.0	30.0	25.5	21.5	40.0	34.0	30.0	40.0
MEDIAN	43.0	32.0	24.5	21.5	17.5	16.5	21.5	28.0	16.5	18.5	15.5	47.5	38.0	32.0	28.0	25.5	43.0	38.0	32.0	43.0
THIRD QUARTILE	47.5	36.0	28.0	24.5	21.5	19.5	22.5	32.0	20.5	20.5	18.5	47.5	43.0	36.0	32.0	28.5	47.5	40.0	36.3	43.5
NO. COMPANIES	47	42	42	48	40	22	24	32	37	44	34	40	36	46	47	45	24	24	22	11
NO. EMPLOYEES	47	58	88	164	128	40	55	34	96	267	179	54	160	361	445	308	32	56	50	14

DATA PROCESSING SERVICE BUREAU — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.4	24.2	19.5	16.1	13.9	11.7	13.4	18.8	14.7	13.0	11.4	42.0	34.1	31.7	27.7	20.2	44.4	36.0	27.8	36.5
FIRST QUARTILE	30.0	20.5	16.5	14.5	12.5	9.5	10.5	15.5	12.5	11.5	9.5	36.0	32.0	30.0	24.5	17.5	43.0	32.0	25.5	32.0
MEDIAN	32.0	22.5	17.5	15.5	13.5	11.5	12.5	18.5	14.5	12.5	11.5	43.0	34.0	34.0	28.0	20.5	45.0	36.0	27.0	38.0
THIRD QUARTILE	40.0	25.5	19.5	17.5	15.5	13.5	14.5	20.5	15.5	14.5	12.5	47.5	35.0	38.0	30.3	22.5	47.5	40.5	30.3	40.0
NO. COMPANIES	24	21	20	24	27	14	15	16	14	18	16	20	20	22	24	24	13	9	15	3
NO. EMPLOYEES	38	62	57	109	156	39	85	28	24	196	125	68	83	310	478	139	20	54	53	5

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.9	24.8	19.5	17.5	16.0	14.9	15.1	18.7	15.5	13.0	11.4	37.7	33.7	29.4	26.1	21.4	39.6	34.2	21.1	35.6
FIRST QUARTILE	26.5	21.5	16.5	14.5	13.5	12.5	13.5	15.5	13.5	11.5	11.5	34.0	30.0	25.5	21.5	14.5	34.0	30.0	25.5	30.0
MEDIAN	32.0	24.5	18.5	17.5	15.5	14.5	14.5	18.5	14.5	12.5	11.5	36.0	34.0	28.0	25.5	20.5	34.0	34.0	21.0	34.0
THIRD QUARTILE	38.0	28.0	21.5	19.5	17.5	16.5	16.5	20.5	17.5	14.5	13.5	43.0	36.0	32.0	30.0	24.5	45.0	38.0	32.3	43.0
NO. COMPANIES	395	293	232	330	292	87	135	212	191	324	273	242	211	269	334	309	140	115	107	112
NO. EMPLOYEES	484	588	602	1173	1134	241	622	359	534	2858	2127	550	1053	1913	2267	1774	252	537	537	179

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.4	27.7	21.1	17.9	19.2	19.7	16.1	21.0	16.4	15.0	13.7	42.0	37.3	32.3	27.9	22.6	41.6	36.6	28.5	34.0
FIRST QUARTILE	32.0	23.5	17.5	15.5	13.5	16.5	13.5	17.5	14.5	12.5	9.5	36.0	34.0	30.0	25.5	19.5	38.0	34.0	25.5	28.0
MEDIAN	38.0	28.0	20.5	17.5	16.5	22.5	16.5	19.5	15.5	14.5	12.5	43.0	38.0	32.0	28.0	23.5	43.0	38.0	30.0	36.0
THIRD QUARTILE	43.0	32.0	24.5	19.5	25.5	22.5	13.5	24.5	17.5	16.5	14.5	47.5	43.0	34.0	30.0	25.5	47.5	40.0	32.0	40.0
NO. COMPANIES	117	76	73	99	91	27	41	47	60	118	77	54	63	87	94	112	36	37	36	40
NO. EMPLOYEES	120	118	133	237	239	91	76	77	97	429	540	117	365	394	502	335	48	104	83	42

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.9	26.0	23.3	18.1	15.3	18.4	14.1	19.7	17.1	13.3	12.1	44.3	38.1	31.5	25.3	21.6	43.9	32.3	29.0	42.2
FIRST QUARTILE	32.0	21.5	18.5	15.5	13.5	11.5	11.5	17.5	13.5	11.5	10.5	40.0	34.0	28.0	23.5	19.5	38.0	30.0	26.5	34.0
MEDIAN	34.0	25.5	19.5	17.5	14.5	13.5	13.5	19.5	15.5	13.5	11.5	47.5	38.0	32.0	26.5	21.5	43.0	34.0	28.0	43.0
THIRD QUARTILE	43.0	30.0	22.5	19.5	17.5	16.5	15.5	21.5	17.5	15.5	13.5	52.5	43.0	34.0	30.0	23.5	47.5	36.0	32.0	47.5
NO. COMPANIES	44	45	41	44	44	24	34	42	34	50	42	36	37	46	49	41	23	26	22	14
NO. EMPLOYEES	53	99	113	204	202	53	113	78	107	383	427	121	313	508	542	507	28	106	72	16

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	25.2	20.8	16.7	14.7	13.3	13.6	19.9	15.2	12.7	11.6	39.4	33.4	31.0	27.8	22.9	42.8	35.3	29.0	34.9
FIRST QUARTILE	28.0	20.5	17.5	14.5	13.5	9.5	12.5	17.5	13.5	10.5	10.5	36.0	30.0	28.0	24.5	20.5	4[illegible]	34.0	24.0	19.5
MEDIAN	35.0	24.5	20.5	17.5	14.5	11.5	13.5	18.5	15.5	13.5	11.5	40.0	34.0	32.0	28.0	22.5	4[illegible]	36.0	30.0	34.0
THIRD QUARTILE	43.0	30.0	24.5	18.5	16.5	15.5	15.5	23.5	15.5	14.5	12.5	43.0	34.0	34.0	32.0	25.5	4[illegible]	38.0	32.0	43.0
NO. COMPANIES	30	17	14	24	22	6	11	19	14	37	32	14	10	13	18	25	9	10	7	4
NO. EMPLOYEES	30	20	38	58	59	8	34	22	28	208	142	21	25	41	63	114	9	14	17	4

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.5	35.0	24.4	22.8	19.3		21.7	26.7		16.8	20.6	45.7	36.2	30.7	27.8	25.4	43.2	34.0	34.2	41.0
FIRST QUARTILE	30.0	34.0	20.5	20.5	16.5		19.5	23.5		14.5	11.5	43.0	34.0	28.0	28.0	20.5	34.0	32.0	30.0	40.0
MEDIAN	43.0	34.0	21.5	25.5	18.5		20.5	26.5		17.5	19.5	47.5	36.0	30.0	28.0	25.5	43.0	34.0	34.0	40.0
THIRD QUARTILE	47.5	34.0	24.5	25.5	21.5		21.5	30.0		18.5	24.0	47.5	38.0	34.0	30.0	28.0	52.5	34.0	34.0	43.0
NO. COMPANIES	8	5	5	7	6		3	3		6	3	5	7	6	6	6	3	3	3	2
NO. EMPLOYEES	8	5	8	24	14		8	3		23	8	5	28	52	26	20	3	6	5	3

DATA PROCESSING SERVICE BUREAU — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.8	27.3	17.8	15.9	13.3		13.5	19.7	14.4	13.9	11.0	38.4	30.6	27.6	21.1	17.8			23.4	
FIRST QUARTILE	28.0	23.5	16.5	15.5	12.5		11.5	17.5	11.5	12.5	10.5	32.0	30.0	22.5	19.5	16.5			20.5	
MEDIAN	30.0	25.5	17.5	16.5	12.5		13.5	18.5	14.5	13.5	11.5	38.0	30.0	28.0	21.5	18.5			21.5	
THIRD QUARTILE	35.0	30.0	18.5	16.5	14.5		14.5	20.5	14.5	14.5	11.5	43.0	34.0	32.0	22.5	18.5			25.5	
NO. COMPANIES	5	3	4	6	5		3	5	3	5	5	5	4	6	4	5			2	
NO. EMPLOYEES	5	4	8	15	10		23	5	4	26	24	7	11	22	9	19			6	

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.3	25.5	20.6	17.5	15.1	15.3	15.1	19.6	16.1	13.9	14.2	37.1	33.8	29.7	24.4	21.3	37.3	34.3	27.5	33.5
FIRST QUARTILE	30.0	22.5	17.5	14.5	12.5	12.5	13.5	17.5	14.5	12.5	13.5	34.0	30.0	26.5	21.5	18.5	32.0	30.0	24.5	30.0
MEDIAN	34.0	25.5	20.5	17.5	14.5	14.5	15.5	19.5	16.5	13.5	15.5	34.0	34.0	30.0	24.5	21.5	36.0	36.0	24.0	34.0
THIRD QUARTILE	43.0	28.3	23.5	19.5	17.5	17.5	15.5	22.5	17.5	15.5	15.5	40.0	36.0	32.0	29.0	24.5	47.5	38.0	32.0	36.0
NO. COMPANIES	99	78	56	90	71	27	34	56	51	85	80	61	53	76	76	72	36	29	31	22
NO. EMPLOYEES	102	173	135	384	253	52	151	87	23	344	1068	174	210	393	420	295	66	152	192	45

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

EAST CENTRAL U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.1	28.4	26.4	19.1	17.0	17.7	18.0	23.9	17.0	16.0	13.9	38.7	34.7	30.9	26.4	22.7	41.6	34.3	27.3	36.7
FIRST QUARTILE	34.0	24.5	21.5	16.5	14.5	15.5	14.5	18.5	15.5	13.5	11.5	36.0	32.0	28.0	24.5	20.5	36.0	32.0	24.5	30.0
MEDIAN	38.0	28.0	26.5	18.5	16.5	17.5	17.5	20.5	17.5	14.5	13.5	40.0	34.0	30.0	26.5	22.5	43.0	34.0	28.0	36.0
THIRD QUARTILE	43.0	32.0	32.0	21.5	19.5	20.5	22.5	28.0	18.5	18.5	15.5	43.0	38.0	34.0	28.0	24.5	47.5	38.0	36.0	43.0
NO. COMPANIES	96	84	67	94	62	14	24	46	44	100	57	52	56	83	97	77	37	43	27	21
NO. EMPLOYEES	96	111	220	221	170	25	40	57	94	263	227	92	183	294	376	276	37	77	53	21

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.1	25.0	20.8	16.6	14.2	14.8	13.3	20.4	15.4	13.0	11.6	38.4	34.2	29.9	24.4	19.8	41.7	33.3	27.0	37.4
FIRST QUARTILE	32.0	21.5	17.5	14.5	12.5	12.5	11.5	16.5	14.5	11.5	10.5	34.0	32.0	26.5	22.5	17.5	34.0	30.0	24.5	36.0
MEDIAN	36.0	24.5	20.5	16.5	13.5	14.5	12.5	18.5	15.5	12.5	11.5	40.0	34.0	30.0	23.5	19.5	43.0	32.0	28.0	43.0
THIRD QUARTILE	40.0	28.0	23.5	18.5	15.5	16.5	15.5	22.5	17.5	14.5	12.5	43.0	38.0	32.0	26.5	21.5	47.5	36.0	30.0	43.0
NO. COMPANIES	62	52	46	61	57	31	36	35	28	42	41	52	41	55	61	57	27	31	26	19
NO. EMPLOYEES	62	116	110	239	211	59	103	48	46	353	232	168	231	401	610	373	35	138	67	21

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.0	25.3	18.1	16.7	16.0	17.1	14.7	18.8	14.7	14.1	9.9	42.2	39.3	34.5	26.0	21.3	41.9	37.2	31.6	42.3
FIRST QUARTILE	24.5	22.5	15.5	15.5	12.5	14.5	12.5	15.5	11.5	11.5	9.5	36.0	38.0	34.0	23.5	18.5	40.0	34.0	32.0	32.0
MEDIAN	25.5	25.5	17.5	17.5	15.5	19.5	13.5	17.5	14.5	15.5	9.5	47.5	43.0	36.0	28.0	23.5	43.0	40.0	32.0	47.5
THIRD QUARTILE	40.0	28.0	22.5	19.5	21.5	19.5	15.5	20.5	17.5	16.5	9.5	47.5	43.0	36.0	28.0	23.5	52.5	40.0	32.0	47.5
NO. COMPANIES	27	16	16	21	22	4	6	9	12	19	17	13	13	10	21	25	5	5	5	2
NO. EMPLOYEES	35	26	22	76	45	8	9	9	24	79	358	36	61	132	139	173	9	23	43	3

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.9	34.7	27.6	22.4	22.0	20.4	21.8	28.6	22.6	18.3	17.7	46.4	42.4	36.9	29.8	25.4	44.3	42.3	33.4	45.3
FIRST QUARTILE	36.0	30.0	25.5	19.5	17.5	17.5	22.5	20.5	21.5	16.5	14.5	47.5	38.0	32.0	26.5	21.5	43.0	40.0	33.0	43.0
MEDIAN	36.0	36.0	28.0	22.5	22.5	22.5	22.5	28.0	22.5	18.5	17.5	47.5	43.0	38.0	30.0	23.5	43.0	43.0	32.0	43.0
THIRD QUARTILE	47.5	40.0	30.0	26.5	26.5	22.5	23.5	34.0	24.5	20.5	20.5	52.5	47.5	43.0	34.0	28.0	43.0	43.0	34.0	47.5
NO. COMPANIES	7	10	8	9	7	2	4	7	5	9	8	8	7	7	3	11	3	4	4	4
NO. EMPLOYEES	7	15	22	38	28	7	10	8	15	56	47	10	38	70	103	105	5	9	9	4

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.2	32.0	35.4	16.9	13.5		23.5			15.8		44.2	33.1	40.4	30.3	23.3	46.0	39.1	31.3	
FIRST QUARTILE	43.0	20.5	34.0	15.5	10.5		14.5			11.5		43.0	28.0	40.0	25.5	22.5	43.0	36.0	28.0	
MEDIAN	43.0	38.0	34.0	16.5	11.5		15.5			17.5		47.5	32.0	40.0	30.0	23.5	47.5	40.0	34.0	
THIRD QUARTILE	47.5	40.0	38.0	17.5	12.5		36.0			18.5		47.5	36.0	43.0	36.0	25.5	47.5	43.0	34.0	
NO. COMPANIES	2	4	2	3	3		2			2		2	2	3	3	3	3	3	3	
NO. EMPLOYEES	5	10	7	9	4		3			3		27	7	23	180	25	6	10	9	

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.7	24.9	19.9	18.0	14.7	13.9	15.0	20.6	17.8	15.7	14.9	35.1	34.1	30.1	31.0	24.0	35.9	31.7	27.6	36.3
FIRST QUARTILE	28.0	20.5	16.5	15.5	14.5	12.5	13.5	17.5	14.5	12.5	11.5	30.0	30.0	26.5	26.5	20.5	32.0	30.0	24.5	30.0
MEDIAN	32.0	24.5	19.5	18.5	17.5	12.5	13.5	20.5	16.5	15.5	13.5	34.0	34.0	30.0	30.0	23.5	34.0	32.0	27.0	34.0
THIRD QUARTILE	38.0	28.0	23.5	19.5	23.5	14.5	19.5	22.5	22.5	16.5	19.5	43.0	40.0	34.0	36.0	28.0	43.0	36.0	29.0	43.0
NO. COMPANIES	79	50	38	51	58	14	22	35	32	50	46	36	32	47	57	56	22	17	11	15
NO. EMPLOYEES	81	68	64	153	288	21	90	41	52	168	209	49	91	136	431	282	25	35	41	23

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTRO_CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

WEST CENTRAL U.S. -- Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	28.5	24.7	19.4	14.8	20.8	20.8	24.9	15.8	16.1	15.7	40.2	39.5	33.1	27.3	23.6	38.9	36.3	25.7	31.3
FIRST QUARTILE	32.0	21.5	17.5	15.5	13.5	14.5	15.5	17.5	12.5	13.5	10.5	34.0	38.0	30.0	24.5	18.5	34.0	34.0	21.5	23.5
MEDIAN	34.0	26.5	24.5	17.5	14.5	21.5	20.5	22.5	14.5	14.5	12.5	40.0	40.0	34.0	28.0	25.5	38.0	38.0	26.5	32.0
THIRD QUARTILE	43.0	32.0	32.0	22.5	15.5	30.0	24.5	28.0	16.5	16.5	24.5	43.0	43.0	36.0	30.0	28.0	43.0	38.0	28.0	40.0
NO. COMPANIES	67	44	32	67	59	8	16	23	27	56	31	32	22	45	73	53	23	17	17	13
NO. EMPLOYEES	68	49	74	144	101	11	24	30	33	206	77	42	125	269	309	261	24	101	63	15

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.2	25.6	19.3	16.8	14.2	14.8	13.5	20.1	15.7	12.4	11.4	40.0	33.6	30.3	24.2	19.9	40.1	32.5	26.8	34.0
FIRST QUARTILE	30.0	21.5	16.5	14.5	12.5	12.5	11.5	17.5	13.5	10.5	10.5	34.0	30.0	28.0	21.5	17.5	36.0	30.0	24.5	24.0
MEDIAN	36.0	24.5	18.5	16.5	14.5	13.5	12.5	18.5	14.5	12.5	10.5	40.0	34.0	30.0	24.5	20.5	40.0	32.0	26.0	34.0
THIRD QUARTILE	38.0	28.0	22.5	18.5	15.5	17.5	14.5	21.5	18.0	13.5	12.5	43.0	38.0	32.0	26.5	21.5	43.0	36.0	30.0	40.0
NO. COMPANIES	74	60	60	59	61	11	34	40	34	60	43	50	49	58	62	61	20	31	24	15
NO. EMPLOYEES	68	92	115	159	191	48	94	51	60	199	289	95	140	305	446	387	25	58	44	16

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.6	24.3	19.3	15.9	14.3	14.1	14.0	21.9	15.8	13.3	11.5	41.0	36.4	30.3	26.4	20.4	37.6	33.7	28.1	39.2
FIRST QUARTILE	28.0	19.5	16.5	14.5	12.5	13.5	12.5	19.5	14.5	11.5	10.5	34.0	28.0	26.5	24.5	16.5	30.0	32.0	23.5	36.0
MEDIAN	32.0	24.5	19.5	15.5	14.5	13.5	14.5	22.5	15.5	13.5	11.5	38.0	36.0	32.0	26.5	19.5	36.0	34.0	30.0	38.0
THIRD QUARTILE	34.0	30.0	21.5	17.5	16.5	15.5	15.5	24.5	17.5	14.5	12.5	52.5	43.0	34.0	30.0	23.5	40.0	38.0	32.0	43.0
NO. COMPANIES	22	16	15	25	20	6	5	15	20	31	22	16	14	18	20	17	3	9	7	5
NO. EMPLOYEES	22	19	32	65	40	13	11	17	67	134	54	33	55	60	105	45	10	13	17	5

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.1	32.3	18.4	21.0	15.1	15.6	20.6	28.7	15.9	17.6	13.4	41.5	35.1	30.4	27.2	23.5	43.2	33.3	27.3	
FIRST QUARTILE	38.0	30.0	11.5	16.5	12.5	14.5	18.5	21.5	14.5	16.5	9.5	38.0	34.0	28.0	25.5	20.5	43.0	28.0	23.5	
MEDIAN	43.0	30.0	18.5	21.5	14.5	15.5	22.5	24.5	14.5	18.5	12.5	43.0	36.0	30.0	28.0	23.5	43.0	34.0	24.5	
THIRD QUARTILE	43.0	34.0	21.5	25.5	16.5	16.5	22.5	40.0	17.5	19.5	14.5	43.0	36.0	34.0	28.0	26.5	43.0	40.0	30.0	
NO. COMPANIES	5	4	7	7	7	4	4	3	5	8	4	5	6	6	7	6	5	4	5	
NO. EMPLOYEES	5	6	15	15	31	7	8	3	14	17	11	5	21	33	53	29	10	14	6	

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	24.7	20.9	16.9	13.6	11.5	10.6	11.6	20.8	14.1	13.2	10.3	36.9	33.1	26.9	21.4	17.5	41.9		23.8	
FIRST QUARTILE	24.5	18.5	15.5	12.5	10.5	9.5	9.5	15.5	10.5	11.5	9.5	34.0	28.0	22.5	19.5	15.5	34.0		19.5	
MEDIAN	28.0	21.5	16.5	13.5	11.5	9.5	11.5	19.5	13.5	13.5	9.5	36.0	32.0	26.5	21.5	17.5	43.0		22.5	
THIRD QUARTILE	32.0	22.5	18.5	14.5	12.5	10.5	13.5	22.5	17.5	14.5	11.5	38.0	36.0	28.0	23.5	18.5	43.0		24.0	
NO. COMPANIES	7	5	6	6	6	3	5	4	5	5	4	5	6	5	8	7	3		4	
NO. EMPLOYEES	8	7	8	16	18	11	35	4	5	29	37	10	15	18	42	29	4		9	

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.6	25.2	18.8	15.9	14.2	14.8	14.4	17.8	13.9	12.0	12.0	36.3	32.2	28.4	23.9	20.1	36.7	30.5	28.0	33.3
FIRST QUARTILE	25.5	20.5	16.5	13.5	12.5	13.5	12.5	14.5	12.5	10.5	10.5	32.0	28.0	24.5	20.5	16.5	34.0	28.0	23.5	28.0
MEDIAN	32.0	24.5	18.5	15.5	14.5	14.5	13.5	16.5	13.5	11.5	11.5	36.0	32.0	28.0	22.5	19.5	36.0	30.0	28.0	32.0
THIRD QUARTILE	38.0	28.0	20.5	17.5	15.5	15.5	15.5	20.5	14.5	13.5	13.5	40.0	34.0	32.0	28.0	22.5	38.0	34.0	32.0	38.0
NO. COMPANIES	94	61	57	75	58	11	25	42	50	74	67	55	41	67	85	80	23	20	21	28
NO. EMPLOYEES	108	88	99	207	181	17	54	59	102	391	261	91	161	303	372	317	32	61	55	32

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

SOUTHERN U.S. -- Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.3	25.8	18.5	16.9	15.8	16.0	14.9	20.4	17.3	14.5	12.6	42.4	37.3	32.3	25.8	22.0	40.6	33.2	25.4	35.2
FIRST QUARTILE	32.0	21.5	15.5	14.5	14.5	12.5	12.5	17.5	13.5	12.5	10.5	36.0	32.0	28.0	23.5	19.5	36.0	32.0	25.5	29.0
MEDIAN	36.0	26.5	19.5	16.5	15.5	15.0	13.5	19.5	17.5	14.5	12.5	43.0	36.0	32.0	25.5	22.5	40.0	32.0	26.5	38.0
THIRD QUARTILE	43.0	28.0	21.5	18.5	16.5	19.5	17.5	21.5	19.5	15.5	14.5	47.5	43.0	36.0	29.0	24.5	43.0	36.0	28.0	43.0
NO. COMPANIES	53	38	32	46	38	9	19	23	23	45	29	26	24	45	55	37	19	14	7	17
NO. EMPLOYEES	58	44	42	86	69	11	29	25	25	112	78	39	76	133	150	81	20	24	10	19

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.9	24.4	19.0	15.7	14.1	13.6	12.7	18.3	14.6	12.1	11.4	42.0	35.2	30.6	25.1	21.1	41.4	35.3	28.4	40.2
FIRST QUARTILE	30.0	20.5	16.5	13.5	12.5	11.5	11.5	14.5	12.5	10.5	9.5	36.0	32.0	28.0	22.5	18.5	38.0	32.0	24.5	36.0
MEDIAN	36.0	24.5	19.5	15.5	14.5	13.5	12.5	17.5	14.5	11.5	10.5	43.0	36.0	30.0	25.5	20.5	43.0	36.0	29.0	40.5
THIRD QUARTILE	40.0	28.0	20.5	17.5	15.5	14.5	14.5	20.5	16.5	13.5	12.5	47.5	38.0	34.0	29.3	22.5	47.5	38.0	32.0	47.5
NO. COMPANIES	63	48	46	55	50	39	36	45	40	52	42	43	42	52	58	41	30	34	19	22
NO. EMPLOYEES	66	110	173	232	216	71	111	67	113	344	348	132	217	418	526	415	93	73	45	25

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.3	25.5	18.7	15.3	14.4	15.3	12.9	18.5	15.6	12.2	12.1	37.8	33.3	30.0	26.2	21.3	35.0	33.0	22.6	36.3
FIRST QUARTILE	30.0	21.5	15.5	13.5	12.5	13.5	10.5	15.5	12.5	10.5	10.5	34.0	30.0	28.0	24.5	17.5	32.0	30.0	14.5	30.0
MEDIAN	38.0	24.5	19.5	14.5	14.5	13.5	12.5	17.5	15.5	11.5	11.5	40.0	34.0	30.0	26.3	20.5	34.0	32.0	21.3	34.0
THIRD QUARTILE	43.0	28.0	21.5	15.5	15.5	15.5	14.5	19.5	16.5	13.5	13.5	43.0	38.0	32.0	24.0	23.5	35.0	36.0	28.5	47.5
NO. COMPANIES	29	21	22	24	24	10	11	15	15	20	14	14	14	21	25	21	7	6	4	7
NO. EMPLOYEES	29	24	35	58	66	10	21	16	22	82	50	21	31	38	85	51	7	12	5	7

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.4	30.1	22.5	19.7	17.1	18.0	18.4	28.5	17.4	16.1	14.8	43.3	39.6	31.2	27.6	24.5	41.5	35.4	27.1	31.5
FIRST QUARTILE	34.0	26.5	20.5	16.5	14.5	14.5	15.5	25.5	16.5	15.5	13.5	40.0	26.0	28.0	23.5	21.5	35.0	30.0	21.5	14.5
MEDIAN	40.0	30.0	21.5	19.5	17.5	17.5	16.5	26.5	16.5	15.5	15.5	43.0	36.3	30.0	28.3	25.5	43.0	36.5	28.3	34.0
THIRD QUARTILE	47.5	34.0	24.5	22.5	19.5	19.5	20.5	32.0	17.5	16.5	15.5	47.5	40.0	36.0	30.0	26.5	47.5	38.0	32.0	43.0
NO. COMPANIES	20	17	16	17	16	9	9	13	12	13	13	17	10	19	18	15	11	6	5	5
NO. EMPLOYEES	20	20	32	65	38	14	20	13	55	70	74	24	46	71	149	73	12	14	11	5

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.2	22.4	17.0	16.6	14.4	12.6	13.2	18.4		14.3	11.7	43.9	35.2	34.1	27.7	21.1	47.2	35.5	25.7	34.5
FIRST QUARTILE	30.0	19.5	16.5	14.5	12.5	11.5	9.5	16.5		13.5	11.5	38.0	34.0	30.5	25.5	20.5	43.0	32.0	23.0	32.0
MEDIAN	30.0	21.5	16.5	17.5	14.5	12.5	13.5	18.5		14.5	11.5	47.5	36.0	34.0	28.0	21.5	47.5	36.0	24.0	42.0
THIRD QUARTILE	38.0	24.5	18.5	18.5	15.5	14.5	15.5	19.5		15.5	12.5	47.5	40.0	38.0	30.0	22.5	52.5	38.0	30.0	43.0
NO. COMPANIES	5	7	5	5	6	7	3	2		3	2	4	5	5	6	5	4	5	4	2
NO. EMPLOYEES	15	38	30	63	113	19	15	7		33	30	19	43	249	248	59	7	47	27	5

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.2	23.8	17.0	17.6	15.2	14.2	15.1	17.7	15.1	12.6	11.8	39.6	33.9	29.1	25.1	21.1	41.1	35.2	24.4	36.5
FIRST QUARTILE	20.5	18.5	16.5	15.5	13.5	12.5	13.5	14.5	13.5	11.5	9.5	34.0	30.0	25.5	22.5	14.5	34.0	30.5	25.5	34.0
MEDIAN	30.0	24.5	18.5	16.5	15.5	14.5	14.5	17.5	14.5	12.5	11.5	40.0	32.0	28.0	24.5	20.5	40.0	35.0	24.0	38.0
THIRD QUARTILE	34.0	28.0	20.5	19.5	16.5	15.5	17.5	20.5	17.5	13.5	13.5	43.0	34.0	32.0	28.0	22.5	47.5	38.0	30.0	47.5
NO. COMPANIES	90	73	55	82	76	25	37	61	43	78	57	63	54	73	82	72	46	35	16	38
NO. EMPLOYEES	140	194	214	295	271	108	295	141	244	1473	204	188	466	843	773	642	82	215	225	51

A	MANAGER - COMPUTER OPERATIONS
B	SUPERVISOR - COMPUTER OPERATIONS
C	LEAD COMPUTER OPERATOR
D	COMPUTER OPERATOR - LEVEL A
E	COMPUTER OPERATOR - LEVEL B
F	TAPE LIBRARIAN
G	DATA QUALITY CONTROL CLERK
H	SUPERVISOR - DATA ENTRY
I	LEAD DATA ENTRY OPERATOR
J	DATA ENTRY OPERATOR - LEVEL A
K	DATA ENTRY OPERATOR - LEVEL B
L	MANAGER-APPLICATIONS PROGRAMMING
M	PROJECT LEADER (Lead Programmer/Analyst)
N	SYSTEMS ANALYST (Sr. Programmer/Analyst)
O	PROGRAMMER/ANALYST
P	PROGRAMMER
Q	MANAGER - SOFTWARE SYSTEMS PROGRAMMING
R	SENIOR SOFTWARE SYSTEMS PROGRAMMER
S	SOFTWARE SYSTEMS PROGRAMMER
T	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

WESTERN U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.4	29.6	22.1	19.2	15.6	16.3	20.1	23.5	17.1	16.0	12.7	44.2	41.9	34.6	29.3	22.9	46.1	37.4	28.3	37.5
FIRST QUARTILE	30.0	23.5	20.5	17.5	13.5	13.5	19.5	20.5	12.5	14.5	11.5	40.0	36.0	30.0	26.5	21.5	43.0	34.0	25.5	34.0
MEDIAN	34.0	30.0	22.5	19.5	15.5	15.5	21.5	20.5	15.5	16.5	12.5	43.0	41.0	34.0	28.0	23.5	52.5	38.0	26.5	36.0
THIRD QUARTILE	43.0	34.0	24.5	21.5	17.5	17.5	22.5	24.5	22.5	17.5	14.5	47.5	47.5	38.0	32.0	25.5	52.5	38.0	30.0	43.0
NO. COMPANIES	31	23	14	24	24	7	7	13	13	26	25	19	11	25	26	24	9	14	6	10
NO. EMPLOYEES	32	30	25	59	43	9	14	15	19	96	57	30	48	77	101	70	9	24	19	11

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.0	25.4	21.6	17.3	15.6	14.5	14.9	19.7	15.6	14.2	11.5	41.6	38.5	30.4	25.6	21.9	42.8	36.3	26.6	40.3
FIRST QUARTILE	34.0	21.5	18.5	15.5	14.5	13.5	12.5	17.5	14.5	11.5	10.5	38.0	36.0	28.0	23.5	18.5	38.0	34.0	23.5	34.0
MEDIAN	38.0	24.5	20.5	16.5	15.5	14.5	14.5	18.5	16.5	13.5	11.5	40.0	38.0	30.0	24.5	20.5	43.0	36.0	25.5	38.0
THIRD QUARTILE	41.0	28.0	22.5	18.5	17.5	14.5	15.5	22.5	17.5	15.5	12.5	47.5	43.0	34.0	28.0	22.5	47.5	38.0	30.0	47.5
NO. COMPANIES	26	25	15	31	25	9	15	20	19	19	17	27	20	22	30	17	15	12	12	4
NO. EMPLOYEES	31	37	33	82	57	17	29	30	45	142	105	40	92	111	105	88	15	54	25	6

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.0	27.4	20.4	17.4	15.8	16.8	14.3	21.6	17.8	15.6	12.4	39.0	34.5	29.2	28.5	23.1	33.1	33.5		
FIRST QUARTILE	32.0	23.5	18.5	15.5	13.5	12.5	12.5	19.5	16.5	12.5	11.5	32.0	32.0	28.0	24.5	17.5	24.5	32.0		
MEDIAN	38.0	28.0	22.5	17.5	15.5	17.5	12.5	21.5	17.5	15.5	12.5	43.0	32.0	30.0	26.5	23.5	32.0	32.0		
THIRD QUARTILE	47.5	30.0	23.5	20.5	17.5	20.5	16.5	24.5	19.5	16.5	14.5	43.0	40.0	30.0	30.0	26.5	36.0	32.0		
NO. COMPANIES	15	11	9	11	12	3	5	10	13	22	13	7	5	7	13	7	4	2		
NO. EMPLOYEES	15	12	14	19	28	3	11	11	10	61	46	7	15	19	48	23	4	4		

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.6	32.2	27.0	22.6	17.0	15.8	22.4	28.0	17.6	16.3	16.4	47.6	33.0	34.1	28.2	24.6		38.3	33.9	
FIRST QUARTILE	43.0	28.0	23.5	21.5	16.5	11.5	22.5	23.5	17.5	17.5	12.5	47.5	30.0	30.0	26.5	21.5		36.0	32.0	
MEDIAN	43.0	30.0	28.0	23.5	19.5	13.5	22.5	28.0	19.5	20.5	18.5	47.5	38.0	34.0	28.0	24.5		38.0	34.0	
THIRD QUARTILE	47.5	32.0	28.0	24.5	21.5	19.5	22.5	30.0	21.5	20.5	18.5	47.5	43.0	38.0	30.0	26.5		40.0	36.0	
NO. COMPANIES	6	5	6	8	4	5	4	6	7	5	6	5	6	8	3	7		7	5	
NO. EMPLOYEES	6	12	11	22	17	10	9	7	10	101	39	10	27	75	112	61		23	19	

DATA PROCESSING SERVICE BUREAU — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.4	24.3	19.3	16.2	13.9	11.3	15.5	18.5	14.3	12.2	13.0	38.9	29.9	33.0	26.1	18.4				
FIRST QUARTILE	36.0	21.5	15.5	14.5	10.5	10.5	11.5	15.5	12.5	11.5	11.5	34.0	26.5	25.5	23.5	14.5				
MEDIAN	40.0	23.5	18.5	15.5	12.5	10.5	13.5	17.5	13.5	11.5	13.5	38.0	28.0	38.0	26.5	14.5				
THIRD QUARTILE	43.0	28.0	21.5	17.5	16.5	10.5	21.5	20.5	14.5	13.5	14.5	38.0	32.0	38.0	30.0	23.5				
NO. COMPANIES	5	2	3	4	7	3	2	4	4	3	4	4	3	3	3	4				
NO. EMPLOYEES	5	3	4	6	11	4	7	11	12	105	33	5	7	7	7	7				

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.3	25.5	19.3	19.0	15.8	16.8	16.8	19.9	16.9	13.1	12.2	38.2	34.2	30.3	25.2	20.7	38.1	35.1	27.1	33.2
FIRST QUARTILE	28.0	22.5	16.5	17.5	13.5	15.5	14.5	18.5	15.5	11.5	11.5	34.0	32.0	26.5	19.5	18.5	36.0	34.0	25.5	22.5
MEDIAN	32.0	25.5	18.5	19.5	15.5	16.5	16.5	20.5	17.5	12.5	12.5	40.0	34.0	28.0	23.5	19.5	38.0	34.0	30.0	34.0
THIRD QUARTILE	43.0	26.5	19.5	20.5	17.5	17.5	19.5	21.5	18.5	13.5	13.5	43.0	36.0	34.0	30.0	22.5	38.0	40.0	34.0	43.0
NO. COMPANIES	33	31	33	32	29	10	17	18	15	37	29	27	26	26	34	29	13	14	12	9
NO. EMPLOYEES	46	65	90	134	141	43	32	31	32	477	385	48	125	238	271	239	47	74	74	9

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYST. MS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

CANADA

BRANTFORD, ON

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE				17.4	14.2			21.6		16.7	14.6				26.5					
FIRST QUARTILE				15.5	12.5			19.5		16.5	14.5				26.5					
MEDIAN				16.5	14.5			19.5		16.5	14.5				26.5					
THIRD QUARTILE				20.5	15.5			19.5		16.5	14.5				26.5					
NO. COMPANIES				5	2			2		4	3				2					
NO. EMPLOYEES				9	3			4		15	16				3					

CALGARY, AB

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	51.1	31.8	25.3	20.8	20.3	22.2	22.8	23.5	20.0	18.2	17.8		43.1	39.4	30.3	27.0			30.5	
FIRST QUARTILE	47.5	26.5	24.5	19.5	17.5	19.5	20.5	18.5	17.5	17.5	15.5		40.0	38.0	26.5	22.5			28.0	
MEDIAN	52.5	28.0	26.5	22.5	19.5	23.5	23.5	24.5	19.5	17.5	16.5		43.0	40.0	30.0	26.5			30.0	
THIRD QUARTILE	52.5	38.0	28.0	22.5	21.5	23.5	23.5	24.5	21.5	18.5	20.5		47.5	43.0	34.0	30.0			32.0	
NO. COMPANIES	6	4	3	4	3	2	5	4	3	4	6		4	5	6	5			2	
NO. EMPLOYEES	7	5	5	9	5	3	6	4	4	6	9		11	17	25	14			4	

EDMONTON, AB

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE			30.5	25.8	15.0						20.7			31.5					34.3	
FIRST QUARTILE			24.0	22.5	12.5						21.5			32.0					29.5	
MEDIAN			30.0	26.0	12.5						21.5			32.0					36.0	
THIRD QUARTILE			30.0	28.0	17.5						21.5			34.0					40.0	
NO. COMPANIES			2	3	3						2			2					2	
NO. EMPLOYEES			4	7	6						5			4					6	

HAMILTON, ON

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.5	31.4	24.6	25.3	21.8		23.1	22.5	18.1	17.0	14.3	41.6	35.6	37.4	29.0	26.6		32.8	21.4	
FIRST QUARTILE	34.0	24.5	14.5	20.5	14.5		17.5	17.5	17.5	13.5	12.5	32.0	28.0	30.0	25.5	21.5		30.0	20.5	
MEDIAN	43.0	30.0	20.5	26.5	19.5		20.5	18.5	17.5	15.5	12.5	40.0	34.0	38.0	30.0	26.5		32.0	20.5	
THIRD QUARTILE	47.5	40.0	32.0	28.0	26.5		22.5	24.0	13.5	17.5	15.5	47.5	36.0	43.0	32.0	30.0		36.0	23.5	
NO. COMPANIES	11	6	4	7	11		6	5	5	18	10	4	4	10	9	10		5	2	
NO. EMPLOYEES	11	7	12	15	10		8	7	5	59	38	8	8	20	23	31		10	10	

KITCHENER (GRAND VALLEY), ON

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	28.3	23.1	18.7	17.4	16.1	15.5	21.6	17.9	15.3	14.6	39.0	36.2	30.6	25.7	21.3	35.5	37.1	24.4	31.6
FIRST QUARTILE	30.0	23.5	20.5	15.5	15.5	14.5	13.5	16.5	17.0	13.5	13.5	36.0	34.0	30.0	23.5	19.5	30.0	34.0	24.0	22.5
MEDIAN	34.0	28.0	23.5	17.5	16.5	16.5	13.5	17.5	17.5	15.5	14.5	38.0	35.0	30.0	25.5	21.5	32.0	38.0	24.0	30.0
THIRD QUARTILE	38.2	32.0	25.5	21.5	19.5	17.5	16.5	20.5	14.5	16.5	15.5	43.0	38.0	32.0	28.0	23.5	43.0	38.0	30.0	34.0
NO. COMPANIES	16	16	4	26	20	5	7	4	3	19	20	12	8	18	21	15	6	4	5	4
NO. EMPLOYEES	15	16	9	32	43	7	9	4	3	48	48	15	21	63	102	48	5	8	14	4

LONDON, ON

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.1		28.1	18.8	18.7		19.0		17.1	15.9	16.7	37.0		33.1	25.9	23.7		36.7	32.5	
FIRST QUARTILE	23.5		24.5	16.5	14.5		18.5		16.5	15.5	14.5	30.0		30.0	22.5	18.5		36.0	25.5	
MEDIAN	36.0		28.0	19.5	18.5		18.5		17.5	16.5	14.5	38.0		30.0	22.5	23.5		36.0	36.0	
THIRD QUARTILE	38.0		34.0	22.5	20.5		19.5		17.5	16.5	19.5	43.0		38.0	28.0	28.0		38.0	36.0	
NO. COMPANIES	3		7	5	7		4		4	5	6	3		6	7	7		2	2	
NO. EMPLOYEES	8		10	11	10		4		5	8	18	3		6	12	11		3	3	

MONTREAL, PQ

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.5			18.8	11.5					16.0	11.8	44.0	32.8	27.0	26.2	17.8			24.3	
FIRST QUARTILE	21.5			12.5	9.5					12.5	9.5	32.0	20.5	22.5	18.5	15.5			21.5	
MEDIAN	24.5			16.5	10.5					15.5	11.5	47.5	38.0	28.0	28.0	17.5			25.5	
THIRD QUARTILE	36.0			24.5	14.5					16.5	14.5	52.5	40.0	30.0	32.0	20.5			29.0	
NO. COMPANIES	4			5	2					4	2	3	3	4	2	4			2	
NO. EMPLOYEES	4			6	3					4	3	3	3	5	7	11			5	

OTTAWA, ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.5	35.0		20.9	15.2					19.2				32.8	27.3					
FIRST QUARTILE	43.0	35.0		18.5	14.5					17.5				28.0	22.5					
MEDIAN	43.0	36.0		21.5	15.5					18.5				28.0	23.0					
THIRD QUARTILE	47.5	36.0		22.5	15.5					21.5				32.0	30.0					
NO. COMPANIES	4	1		3	3					2				3	4					
NO. EMPLOYEES	4	1		7	7					3				4	9					

REGINA, SK

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.2	31.1	22.9	21.4	21.4		21.7	25.0	20.4	18.4	18.8	43.5	40.7	35.6	29.1	25.6		38.0	29.7	
FIRST QUARTILE	38.0	30.0	19.5	16.5	18.5		20.5	19.5	17.5	13.5	17.5	38.0	40.0	32.0	28.0	22.5		34.0	30.0	
MEDIAN	47.5	32.0	20.5	23.5	21.5		20.5	25.5	23.5	19.5	19.5	43.0	43.0	34.0	30.0	24.5		38.0	30.0	
THIRD QUARTILE	47.5	34.0	28.0	26.5	23.5		22.5	30.0	24.5	21.5	20.5	47.5	43.0	38.0	32.0	28.0		40.0	30.0	
NO. COMPANIES	4	7	5	7	9		3	4	4	8	9	7	6	7	6	8		3	3	
NO. EMPLOYEES	18	7	7	27	17		5	4	5	16	45	14	23	40	54	56		4	14	

TORONTO, ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.4	33.8	23.4	21.0	17.8	21.5			15.3	17.9	14.5	45.1	36.9	37.6	31.4	25.3		36.8	32.9	
FIRST QUARTILE	40.0	30.0	22.5	19.5	14.5	19.5			16.5	16.5	13.5	40.0	32.0	36.0	28.0	23.5		34.0	32.0	
MEDIAN	43.0	36.0	23.5	20.5	13.5	20.5			17.5	16.5	14.5	47.5	36.0	38.0	32.0	25.5		38.0	34.0	
THIRD QUARTILE	52.5	38.0	24.5	22.5	19.5	21.5			22.5	17.5	15.5	47.5	43.0	40.0	34.0	26.5		40.0	34.0	
NO. COMPANIES	10	6	5	6	6	3			4	6	6	5	6	6	7	6		4	2	
NO. EMPLOYEES	13	9	8	20	9	4			5	9	7	7	10	27	62	74		11	7	

WINNIPEG, MB

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.5	31.6	23.4	19.3	17.5	19.5	22.0	23.3	20.6	17.7	14.3	44.9	37.1	33.3	29.3	23.3	42.2	32.4	26.5	39.0
FIRST QUARTILE	38.0	24.5	22.5	16.5	12.5	19.5	20.5	20.5	17.5	15.5	12.5	38.0	34.0	28.0	25.5	20.5	36.0	28.0	24.5	38.0
MEDIAN	43.0	28.0	23.5	18.5	17.5	18.5	21.5	22.5	20.0	17.5	13.5	47.5	35.0	36.0	30.0	22.5	38.0	30.0	26.0	38.0
THIRD QUARTILE	52.5	36.0	23.5	21.5	22.5	20.5	21.5	26.5	20.5	19.5	16.5	52.5	43.0	34.0	34.0	25.5	52.5	34.0	32.0	40.0
NO. COMPANIES	9	8	6	10	11	3	4	10	5	17	11	7	7	14	13	13	2	4	4	3
NO. EMPLOYEES	6	9	11	16	23	4	21	10	11	33	45	7	18	52	62	63	3	8	22	4

EASTERN UNITED STATES

ALBANY, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE			17.2	14.5	14.5			14.8	13.3	12.3	9.7		28.9		21.9					
FIRST QUARTILE			13.5	11.5	11.5			10.5	13.5	10.5	9.5		30.0		20.5					
MEDIAN			17.5	14.5	13.5			11.5	15.5	12.5	9.5		30.0		22.5					
THIRD QUARTILE			20.5	17.5	18.5			17.5	16.5	13.5	9.5		32.0		24.5					
NO. COMPANIES			2	3	2			3	2	2	2		3		3					
NO. EMPLOYEES			3	7	3			4	10	27	52		6		18					

ATLANTIC CITY, NJ

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.1	26.0	23.1	18.6	14.0	11.8	14.9	19.6	15.2	14.2	15.2			29.7	24.0	22.5		31.4	29.4	39.2
FIRST QUARTILE	34.0	21.5	21.5	17.5	13.5	9.5	12.5	18.5	15.5	13.5	10.5			28.0	21.5	19.5		28.0	23.5	34.0
MEDIAN	36.0	25.5	24.5	18.5	14.5	11.5	12.5	19.5	15.5	14.5	12.5			30.0	23.5	20.5		28.0	23.5	36.0
THIRD QUARTILE	41.0	28.0	24.5	20.5	14.5	14.5	16.5	19.5	16.5	14.5	13.5			32.0	24.5	26.5		34.0	29.5	47.5
NO. COMPANIES	5	4	3	3	4	3	2	2	2	3	4			2	3	3		2	3	2
NO. EMPLOYEES	5	7	9	9	16	3	8	17	9	66	14			9	21	25		6	5	3

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

BINGHAMTON (TRIPLE CITIES), NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.8	25.1	17.0	15.8	13.7	14.8	14.3	20.9	15.4	10.8	11.3	38.3		31.6	26.1	21.7				
FIRST QUARTILE	40.0	22.5	12.5	12.5	12.5	10.5	12.5	14.5	11.5	10.5	9.5	22.5		26.5	22.5	15.5				
MEDIAN	43.0	23.5	15.5	17.5	13.5	14.5	14.5	22.5	15.5	10.5	11.5	38.0		32.0	24.5	20.5				
THIRD QUARTILE	47.5	24.5	20.5	17.5	15.5	16.5	14.5	25.5	19.5	11.5	12.5	40.0		36.0	28.0	24.0				
NO. COMPANIES	4	3	5	2	5	2	2	3	4	1	4	4		4	5	4				
NO. EMPLOYEES	4	4	7	12	15	4	4	3	7	3	31	4		9	8	4				

BOSTON, MA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.4	27.9	19.9	16.2	13.3	14.4	15.4	20.0	16.0	12.3	11.2	44.4	36.0	31.2	25.7	22.3	47.7	38.7	32.0	
FIRST QUARTILE	24.5	22.5	15.5	14.5	10.5	11.5	12.5	17.5	14.5	11.5	11.5	38.0	34.0	30.0	23.5	20.5	47.5	38.0	30.0	
MEDIAN	32.0	28.0	19.5	16.5	13.5	14.5	14.5	20.5	15.5	11.5	11.5	43.0	36.0	32.0	26.5	22.5	47.5	38.0	32.0	
THIRD QUARTILE	43.0	32.0	23.5	18.5	14.5	17.5	17.5	22.5	17.0	13.5	12.5	47.5	38.0	32.0	28.0	24.5	52.5	40.0	34.0	
NO. COMPANIES	4	7	8	7	8	4	6	7	3	7	8	6	6	7	4	7	4	4	4	
NO. EMPLOYEES	8	12	25	63	55	15	23	10	11	46	42	8	37	45	47	43	19	84	62	

BRIDGEPORT (GREATER), CT

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.3	28.3	19.1	17.2	17.8		17.8	20.9	22.4	15.6	13.1	44.7	36.9	40.0	29.5	23.1	44.7	38.4	27.3	35.0
FIRST QUARTILE	34.0	25.5	14.5	14.5	15.5		16.5	12.5	17.5	13.5	11.5	36.0	32.0	34.0	29.5	21.5	34.0	38.0	20.5	32.0
MEDIAN	43.0	29.0	14.5	17.5	14.5		17.5	18.5	20.5	14.5	11.5	47.5	34.0	43.0	30.0	24.5	47.5	40.0	32.0	36.0
THIRD QUARTILE	43.0	32.0	15.5	22.5	19.5		19.5	20.5	26.5	17.5	13.5	52.5	43.0	43.0	32.0	24.5	52.5	43.0	38.0	38.0
NO. COMPANIES	3	4	3	3	3		2	4	3	9	4	5	5	4	5	6	2	2	2	4
NO. EMPLOYEES	5	9	5	6	10		3	4	4	32	8	7	16	16	25	15	3	5	3	5

BUFFALO, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	24.5	18.3	17.6	14.3	13.5	16.0	20.3	14.3	14.1	11.5	34.2	29.8	29.2	24.2	19.7	34.6	27.6	30.3	37.6
FIRST QUARTILE	28.0	20.5	15.5	14.5	12.5	11.5	13.5	17.5	12.5	11.5	9.5	32.0	22.5	26.5	21.5	15.5	34.0	21.5	25.5	34.0
MEDIAN	34.0	22.5	17.5	17.5	13.5	12.5	14.5	20.5	14.5	13.5	10.5	34.0	23.0	30.0	24.5	17.5	38.0	21.5	25.5	36.0
THIRD QUARTILE	40.0	28.0	20.5	18.5	15.5	16.5	16.5	20.5	15.5	16.5	13.5	36.0	34.0	32.0	28.0	21.5	43.0	34.0	30.0	43.0
NO. COMPANIES	23	16	14	20	11	5	8	8	7	22	17	10	6	17	17	23	9	5	9	5
NO. EMPLOYEES	25	22	20	52	20	13	15	10	19	90	29	13	9	93	130	118	10	14	13	5

DELAWARE, DE

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.9	29.5	21.8	18.0	15.9	15.8	19.1	22.4	16.2	13.2	20.2	44.5	40.0	29.3	24.9	21.4	42.4	31.3	29.2	34.8
FIRST QUARTILE	30.0	25.5	18.5	15.5	11.5	11.5	14.5	19.5	15.5	10.5	17.5	36.0	34.0	26.5	21.5	18.5	40.0	28.0	22.5	21.5
MEDIAN	36.0	26.5	21.5	18.5	13.5	14.5	15.5	22.5	15.5	13.5	17.5	43.0	43.0	28.0	26.5	22.5	40.0	32.0	26.5	40.0
THIRD QUARTILE	47.5	30.0	21.5	21.5	21.5	18.5	18.5	23.5	16.5	15.5	17.5	52.5	43.0	32.0	28.0	24.5	40.0	34.0	36.0	43.0
NO. COMPANIES	14	7	7	11	12	3	3	5	5	13	6	3	9	10	9	9	3	3	4	2
NO. EMPLOYEES	14	11	12	21	30	4	4	5	5	39	55	3	78	48	58	28	8	6	10	3

FINGER LAKES, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.0	24.2	19.8	17.3	16.1		17.0		14.3	14.7	13.4	38.4		30.0	21.9	21.2				41.9
FIRST QUARTILE	34.3	21.5	16.5	14.5	14.5		15.5		13.5	14.5	11.5	28.0		28.0	21.5	17.5				30.0
MEDIAN	40.0	22.5	17.5	18.5	15.5		16.5		13.5	14.5	14.5	38.0		30.0	21.5	20.5				43.0
THIRD QUARTILE	43.0	23.5	21.5	21.5	16.5		17.5		15.5	14.5	14.5	40.0		30.0	23.5	22.5				52.5
NO. COMPANIES	4	4	4	5	4		3		4	4	4	3		5	5	4				1
NO. EMPLOYEES	4	4	6	7	10		5		4	10	19	4		13	13	8				1

HARRISBURG AREA, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.5	24.1	20.2	16.9	14.4	13.4	14.5	20.6	16.7	13.6	14.5	34.5	35.7	29.0	26.0	22.0	31.8	29.8	30.4	35.7
FIRST QUARTILE	30.0	21.5	18.5	17.5	12.5	11.5	12.5	16.5	15.5	11.5	13.5	34.0	34.0	28.5	23.5	19.5	32.0	26.5	24.0	34.0
MEDIAN	34.0	24.5	20.5	18.5	14.5	13.5	15.5	20.5	17.5	13.5	15.5	34.0	36.0	30.0	25.5	21.5	34.0	30.0	32.0	34.0
THIRD QUARTILE	36.0	25.5	21.5	21.5	15.5	13.5	15.5	23.5	17.5	15.5	15.5	34.0	38.0	30.0	28.0	24.5	34.0	30.0	34.0	36.0
NO. COMPANIES	16	15	12	15	13	5	9	14	14	20	14	14	11	15	11	17	10	9	9	8
NO. EMPLOYEES	24	78	31	188	49	20	113	36	34	111	495	108	61	203	174	236	25	44	33	17

HARTFORD, CT

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.2	28.5	23.6	20.7	18.3	17.1	16.7	19.5	15.8	15.9	15.5	36.5	33.4	31.7	27.6	24.1		34.8	26.5	
FIRST QUARTILE	20.5	28.0	20.5	19.5	17.5	15.5	15.5	17.6	14.5	14.5	14.5	34.0	34.0	30.0	25.5	23.5		34.0	24.5	
MEDIAN	36.0	30.0	23.5	21.5	18.5	16.5	17.5	18.5	16.5	16.5	15.5	36.0	34.0	32.0	28.0	24.5		36.0	26.5	
THIRD QUARTILE	40.0	30.0	25.5	22.5	19.5	19.5	17.5	19.5	17.5	17.5	16.5	36.0	34.0	32.0	30.0	24.5		36.0	24.0	
NO. COMPANIES	3	3	4	3	2	2	3	3	5	6	3	3	2	3	5	3		3	2	
NO. EMPLOYEES	3	25	29	33	54	18	20	24	32	83	332	4	50	65	49	25		17	57	

LANCASTER, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.7	28.4	21.9	16.8	13.6				15.3	13.4	12.9	32.0	38.4	29.1	26.3	23.7	35.4			
FIRST QUARTILE	32.0	25.5	18.5	13.5	12.5				13.5	10.5	10.5	26.5	32.0	20.5	18.5	19.5	30.0			
MEDIAN	38.0	28.0	24.5	15.5	13.5				14.5	13.5	12.5	36.0	40.3	22.5	28.0	24.5	32.0			
THIRD QUARTILE	47.5	30.0	24.5	20.5	14.5				16.5	16.5	14.5	36.0	43.0	26.5	32.0	28.0	36.0			
NO. COMPANIES	10	8	4	7	10				5	7	5	4	4	7	9	9	4			
NO. EMPLOYEES	10	9	5	16	16				5	17	5	5	8	9	22	21	4			

LEHIGH VALLEY, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.0	28.3	24.4	17.6	15.0	20.3	16.6	20.7	15.0	16.0	12.1	41.6	36.4	30.6	27.4	19.4	40.7	34.5	25.2	37.5
FIRST QUARTILE	30.0	23.5	20.5	13.5	13.5	15.5	14.5	18.5	13.5	12.5	10.5	36.0	32.0	26.5	24.5	17.5	36.0	30.0	18.5	34.0
MEDIAN	34.0	30.0	25.5	16.5	14.5	21.5	14.5	21.5	15.5	14.5	11.5	43.0	38.0	30.0	26.5	18.5	43.0	36.0	26.5	38.0
THIRD QUARTILE	47.5	34.0	28.0	21.5	15.5	23.5	15.5	23.5	16.5	19.5	13.5	47.5	40.0	34.0	30.0	20.5	43.0	38.0	30.0	39.0
NO. COMPANIES	10	11	8	15	10	6	5	8	7	10	12	11	10	12	11	13	5	5	7	3
NO. EMPLOYEES	10	20	32	46	33	16	8	13	16	30	58	28	48	62	49	59	5	9	30	4

MONTGOMERY COUNTY, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.7	22.6	15.3	16.7	14.1	13.8		18.2	15.7	14.2	11.4	36.9	23.1	28.5	23.2	19.2		31.5		
FIRST QUARTILE	34.0	19.5	13.5	14.5	11.5	12.5		16.5	13.5	12.5	9.5	30.0	25.5	25.5	19.5	17.5		30.0		
MEDIAN	36.0	21.5	13.5	17.5	14.5	14.5		18.5	14.5	14.5	10.5	36.0	28.0	30.0	21.5	18.5		32.0		
THIRD QUARTILE	40.0	23.5	16.5	18.5	16.5	14.5		19.5	15.5	15.5	13.5	40.0	32.0	32.0	28.0	23.5		34.0		
NO. COMPANIES	8	7	6	7	7	5		4	5	8	5	7	6	9	8	7		2		
NO. EMPLOYEES	9	11	9	22	11	6		30	20	86	276	16	25	34	48	27		3		

NEWARK (METRO NJ)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.5	26.9	20.6	17.7	15.1	17.4	17.3	23.0	16.0	13.6	11.0	39.9	34.5	32.7	24.4	21.3	44.4	34.2	30.6	42.2
FIRST QUARTILE	36.0	24.5	18.5	14.5	13.5	13.5	15.5	21.5	12.5	12.5	9.5	38.0	30.0	30.0	21.5	19.5	43.0	30.0	30.0	36.0
MEDIAN	38.0	24.5	20.5	17.5	14.5	17.5	17.5	23.5	14.5	13.5	10.5	43.0	34.0	32.0	23.5	20.5	43.0	34.0	30.0	43.0
THIRD QUARTILE	40.0	30.0	22.5	18.5	16.5	18.5	18.3	26.5	17.5	14.5	12.5	47.5	38.0	36.0	26.5	22.5	47.3	38.0	32.0	47.5
NO. COMPANIES	13	7	7	10	5	5	6	5	4	10	7	5	9	9	6	9	5	7	4	3
NO. EMPLOYEES	13	9	16	20	16	7	12	5	4	50	25	17	31	43	30	48	5	11	8	3

NEW YORK, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.0	30.4	25.7	20.3	17.7	17.9	15.6	22.0	19.0	15.8	14.0	48.9	41.2	35.3	29.5	23.8	41.8	33.5	31.6	39.5
FIRST QUARTILE	39.0	28.0	24.5	17.5	15.5	14.5	12.5	18.5	16.5	15.5	13.5	47.5	38.0	34.0	28.0	21.5	34.0	32.0	28.0	32.0
MEDIAN	43.0	30.0	25.5	19.5	17.5	15.5	15.5	23.5	20.5	16.5	14.5	47.5	40.0	36.0	30.0	23.5	40.0	34.0	32.0	38.0
THIRD QUARTILE	52.5	32.0	28.0	23.5	19.5	23.5	17.5	24.5	22.5	17.5	15.5	52.5	43.0	38.0	32.0	25.5	47.5	36.0	36.0	43.0
NO. COMPANIES	21	16	7	21	13	5	11	12	8	15	18	13	12	17	20	14	8	5	7	6
NO. EMPLOYEES	21	28	23	74	63	5	31	15	21	64	154	71	177	173	242	123	8	56	24	8

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

PHILADELPHIA, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.2	28.8	21.4	17.5	14.5	14.3	12.9	21.3	16.6	13.5	12.3	48.9	37.8	32.2	25.5	21.2	44.5	36.0	24.2	37.0
FIRST QUARTILE	34.0	23.5	19.5	15.5	12.5	11.5	11.5	17.5	15.5	12.5	11.5	47.5	36.0	30.0	23.5	20.5	47.5	32.0	25.5	22.5
MEDIAN	38.0	30.0	20.5	17.5	14.5	13.5	12.5	20.5	16.5	14.5	12.5	47.5	38.0	32.0	25.5	20.5	47.5	36.0	30.0	18.0
THIRD QUARTILE	47.5	32.0	24.5	19.5	15.5	14.5	15.5	25.5	17.5	14.5	13.5	52.5	40.0	36.0	28.0	22.5	52.5	40.0	32.0	40.0
NO. COMPANIES	17	11	9	15	13	5	3	7	6	15	8	5	10	10	11	12	6	7	5	4
NO. EMPLOYEES	19	24	29	57	56	5	21	8	9	89	49	11	53	102	80	29	6	17	17	4

PITTSBURGH, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.5	28.1	22.0	14.9	20.9	20.6	12.4	21.5	14.4	13.6	15.8	40.1	35.6	31.4	26.7	23.6	39.9	36.1	24.5	32.7
FIRST QUARTILE	28.0	23.5	16.5	12.5	13.5	22.5	9.5	14.5	11.5	11.5	10.5	38.0	34.0	30.0	23.5	20.5	36.0	34.0	19.5	24.0
MEDIAN	36.0	28.0	20.5	14.5	25.5	22.5	10.5	18.5	13.5	13.5	13.5	40.0	36.0	32.0	28.0	24.5	40.0	38.0	24.5	34.0
THIRD QUARTILE	43.0	30.0	28.0	17.5	26.5	22.5	14.5	30.0	17.5	14.5	21.5	43.0	38.0	34.0	30.0	26.5	43.0	38.0	24.0	36.0
NO. COMPANIES	24	20	12	13	17	4	10	9	12	20	21	14	18	21	23	24	11	10	14	10
NO. EMPLOYEES	26	40	28	38	123	50	32	15	18	97	126	45	175	191	219	104	14	56	43	25

PORTLAND, ME

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.1	25.9	19.2	17.1	14.7		14.1	19.7	14.8	10.8	10.8	37.7	29.5	27.8	25.7	20.9		34.5	28.5	
FIRST QUARTILE	25.5	22.5	14.5	13.5	12.5		12.5	17.5	13.5	9.5	9.5	34.0	25.5	24.5	24.5	20.5		30.0	28.0	
MEDIAN	28.0	26.5	20.5	17.5	14.5		14.5	17.5	14.5	9.5	10.5	36.0	30.0	26.5	25.5	20.5		30.0	28.0	
THIRD QUARTILE	36.0	28.0	21.5	19.5	17.5		15.5	23.5	16.5	13.5	11.5	43.0	32.0	28.0	26.5	21.5		38.0	32.0	
NO. COMPANIES	10	4	7	6	8		5	5	5	6	7	3	3	3	5	7		2	3	
NO. EMPLOYEES	10	7	11	20	16		8	6	6	57	33	7	12	8	16	23		4	5	

PROVIDENCE, RI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	20.8	17.8	14.9	12.1			15.3	14.5	12.1	10.8			30.8	22.2	17.2		30.8	19.0	
FIRST QUARTILE	28.0	16.5	14.5	14.5	10.5			12.5	13.5	11.5	9.5			28.0	19.5	15.5		24.5	19.5	
MEDIAN	32.0	19.5	16.5	14.5	12.5			13.5	14.5	12.5	10.5			30.0	23.5	17.5		34.0	17.5	
THIRD QUARTILE	43.0	23.5	16.5	15.5	13.5			16.5	15.5	12.5	11.5			32.0	24.5	17.5		34.0	19.5	
NO. COMPANIES	3	3	4	3	3			4	2	7	9			2	3	3		2	2	
NO. EMPLOYEES	3	6	5	8	7			4	3	10	27			17	19	22		3	4	

READING, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.1	25.8	21.2	17.1	14.6			20.7	17.3	16.6	12.3	42.4	34.0	28.0	28.2	21.3		36.9		34.1
FIRST QUARTILE	32.0	15.5	18.5	15.5	13.5			16.5	13.5	12.5	11.5	36.0	32.0	23.5	26.5	18.5		32.0		21.5
MEDIAN	34.0	21.5	20.5	15.5	13.5			17.5	16.5	16.5	13.5	43.0	36.0	28.0	28.0	21.5		36.0		36.0
THIRD QUARTILE	40.0	32.0	25.5	20.5	15.5			28.0	19.5	19.5	14.5	47.5	38.0	32.0	30.0	23.5		43.0		36.0
NO. COMPANIES	12	4	4	13	12			6	7	12	10	5	6	9	3	13		3		4
NO. EMPLOYEES	12	4	5	22	16			6	5	44	32	7	21	11	36	26		7		4

ROCHESTER, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.8		20.1	17.1	16.1		15.3		15.8	13.4	12.2	39.4	31.9	29.8	25.4	23.4	43.2			
FIRST QUARTILE	28.0		18.5	16.5	12.5		14.5		12.5	12.5	11.5	32.0	30.0	28.0	23.5	20.5	34.0			
MEDIAN	34.0		19.5	16.5	16.5		15.5		16.5	13.5	11.5	38.0	34.0	30.0	25.5	25.5	43.0			
THIRD QUARTILE	36.0		21.5	17.5	17.5		16.5		18.5	14.5	12.5	40.0	34.0	30.0	26.5	25.5	52.5			
NO. COMPANIES	8		7	3	5		4		3	5	3	4	5	3	4	5	3			
NO. EMPLOYEES	8		12	8	8		5		4	8	30	4	11	13	16	37	3			

SPRINGFIELD (WESTERN MA)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.2	23.6	19.4	16.5	15.7	15.9	14.7	20.6	15.3	13.3	12.1	40.3	34.4	30.0	25.6	20.1	31.3	32.1	26.9	
FIRST QUARTILE	32.0	18.5	16.5	14.5	12.5	13.5	13.5	17.5	13.5	12.5	11.5	36.0	30.0	28.0	24.5	18.5	19.5	28.0	24.5	
MEDIAN	34.0	22.5	18.5	16.5	15.5	15.5	14.5	19.5	15.5	13.5	11.5	40.0	34.0	30.0	25.5	19.5	28.0	34.0	25.5	
THIRD QUARTILE	38.0	26.5	22.5	17.5	18.5	18.5	15.5	21.5	15.5	14.5	12.5	43.0	36.0	32.0	28.0	21.5	40.0	36.0	30.0	
NO. COMPANIES	29	19	14	22	18	7	5	15	12	27	19	9	15	20	19	19	5	7	6	
NO. EMPLOYEES	30	21	14	44	38	7	9	16	15	74	54	12	34	47	54	52	6	11	10	

STAMFORD (SOUTHERN CT)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.9	27.1	19.5	16.2	14.7	17.0	16.6	19.9	15.9	13.3	10.7	42.2	32.9	28.3	26.2	20.1	41.0	31.1	27.9	
FIRST QUARTILE	28.0	23.5	19.5	14.5	13.5	14.5	15.5	18.5	14.5	12.5	9.5	36.0	30.0	26.5	22.5	18.5	36.0	30.0	26.5	
MEDIAN	34.0	28.0	19.5	15.5	14.5	14.5	16.5	18.5	17.5	13.5	10.5	43.0	34.0	28.0	24.5	19.5	40.0	30.0	30.0	
THIRD QUARTILE	43.0	28.0	20.5	17.5	15.5	17.5	18.5	21.5	17.5	14.5	11.5	47.5	36.0	30.0	30.0	21.5	47.5	34.0	30.0	
NO. COMPANIES	7	6	4	9	9	3	4	5	5	8	4	7	6	7	9	5	4	5	2	
NO. EMPLOYEES	8	11	10	29	29	6	11	5	8	44	17	16	29	37	32	19	5	5	7	

SYRACUSE, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	26.7	27.5	19.6	17.4	15.2	16.7	13.4	20.4	20.0	12.9	11.9	40.0	30.4	29.6	23.0	23.1	40.6	32.9	27.2	
FIRST QUARTILE	24.0	25.5	18.5	15.5	14.5	15.5	11.5	17.5	13.5	11.5	10.5	36.0	30.0	28.0	20.5	21.5	32.0	32.0	25.5	
MEDIAN	30.0	24.0	19.5	16.5	14.5	16.5	13.5	19.5	14.5	12.5	11.5	43.0	30.0	28.0	23.5	23.5	38.0	34.0	26.5	
THIRD QUARTILE	30.0	30.0	20.5	18.5	16.5	18.5	13.5	23.5	16.5	14.5	12.5	43.0	32.0	32.0	24.5	24.5	40.0	34.0	28.0	
NO. COMPANIES	5	7	7	10	8	6	4	9	4	7	9	5	5	6	7	6	4	5	4	
NO. EMPLOYEES	5	13	28	22	20	6	9	14	28	40	64	7	11	56	30	21	4	9	15	

WESTCHESTER, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.8	24.0	19.8	17.4	14.8	12.1	13.9	21.0	16.7	13.4	12.4	42.8	38.9	33.1	29.6	23.0	47.7		25.7	27.2
FIRST QUARTILE	36.0	20.5	19.5	15.5	12.5	10.5	11.5	16.5	13.5	12.5	10.5	36.0	34.0	30.0	25.5	20.5	43.0		21.5	19.5
MEDIAN	40.0	23.5	23.5	17.5	15.5	12.5	13.5	20.5	15.5	13.5	11.5	43.0	43.0	34.0	30.0	24.5	47.5		24.5	28.0
THIRD QUARTILE	47.5	26.5	22.5	19.5	16.5	12.5	15.5	23.5	18.5	15.5	12.5	52.5	43.0	36.0	30.0	24.5	52.5		29.0	34.0
NO. COMPANIES	23	15	15	19	15	5	12	12	7	26	12	17	11	16	13	20	3		5	3
NO. EMPLOYEES	23	21	21	52	29	9	41	16	12	104	41	25	38	49	56	50	3		7	3

WORCESTER, MA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.4	25.1	17.7	18.1	14.1	14.8	18.1	20.4	16.3	14.2	11.9	45.3	35.7	31.9	26.7	21.7	41.9	34.0	26.9	33.0
FIRST QUARTILE	30.0	19.5	15.5	14.5	12.5	12.5	15.5	14.5	15.5	12.5	10.5	38.0	30.0	30.0	24.5	19.5	34.0	30.0	21.5	28.0
MEDIAN	34.0	23.5	16.5	16.5	13.5	15.5	17.5	20.5	15.5	15.5	10.5	47.5	33.0	32.0	28.0	21.5	43.0	34.0	24.5	34.0
THIRD QUARTILE	34.0	26.0	19.5	22.5	16.5	15.5	20.5	24.5	17.5	16.5	13.5	52.5	40.0	34.0	28.0	24.5	47.5	38.0	30.0	38.0
NO. COMPANIES	24	17	20	25	22	3	5	16	12	27	21	10	11	14	17	19	8	8	4	10
NO. EMPLOYEES	24	19	36	46	34	4	14	16	17	76	65	12	32	52	50	41	8	12	6	10

EAST CENTRAL UNITED STATES

AKRON-CANTON, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	26.3	23.7	19.1	16.8	19.8	19.8	22.8	20.0	17.6	12.9	33.0	35.3	31.0	26.7	22.6	43.4	34.6	29.5	39.4
FIRST QUARTILE	24.5	20.5	22.5	15.5	12.5	14.5	14.5	17.5	15.5	12.5	10.5	21.5	32.0	28.0	23.5	19.5	40.0	32.0	28.0	34.0
MEDIAN	36.0	30.0	23.5	19.5	15.5	18.5	22.5	21.5	21.5	17.5	11.5	32.0	36.0	30.0	26.5	23.5	43.0	34.0	28.0	40.0
THIRD QUARTILE	40.0	32.0	25.5	23.5	20.5	22.5	23.5	28.0	23.5	22.5	14.5	38.0	36.0	34.0	30.0	25.5	47.5	38.0	32.0	47.5
NO. COMPANIES	23	22	21	21	17	10	10	14	13	26	16	16	20	18	23	22	11	13	11	7
NO. EMPLOYEES	31	39	59	53	84	18	21	22	20	192	84	33	74	106	158	155	13	33	30	8

BATTLE CREEK-KALAMAZOO, MI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	25.2	20.2	17.4	16.6	15.5	18.4		16.7	14.5	12.2	37.1	36.9	30.5	26.1	21.0	36.1	30.3	26.2	33.4
FIRST QUARTILE	34.0	21.5	16.5	15.5	16.5	13.5	19.5		14.5	13.5	11.5	30.0	34.0	28.0	24.5	18.5	34.0	25.5	28.0	28.0
MEDIAN	36.0	25.5	20.5	17.5	16.5	15.5	19.5		15.5	13.5	11.5	38.0	34.0	34.0	28.0	21.5	34.0	30.0	28.0	34.0
THIRD QUARTILE	43.0	28.0	21.5	19.5	16.5	17.5	19.5		19.5	16.5	13.5	43.0	43.0	34.0	28.0	23.5	36.0	34.0	28.0	34.0
NO. COMPANIES	15	14	7	16	10	3	4		5	6	4	8	4	12	14	11	7	6	3	3
NO. EMPLOYEES	16	26	16	57	43	5	24		9	10	7	24	33	47	118	62	8	14	7	3

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

CHICAGO, IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.6	25.9	22.6	18.5	16.7	15.5	14.2	21.4	17.8	15.7	13.6	44.3	39.8	33.8	26.5	22.7	46.9	36.6	32.1	41.7
FIRST QUARTILE	32.0	22.5	19.5	17.5	14.5	12.5	11.5	17.5	15.5	13.5	12.5	43.0	36.0	30.0	23.5	20.5	43.0	32.0	28.0	36.0
MEDIAN	38.0	25.5	22.5	17.5	15.5	14.5	13.5	20.5	17.5	15.5	13.5	47.5	43.0	36.0	26.5	23.5	47.5	38.0	32.0	43.0
THIRD QUARTILE	43.0	28.0	24.5	20.5	17.5	18.5	15.5	22.5	21.5	16.5	14.5	47.5	43.0	36.0	28.0	23.5	52.5	40.0	32.0	47.5
NO. COMPANIES	26	24	23	30	24	10	16	22	15	28	18	20	17	23	28	23	11	14	13	10
NO. EMPLOYEES	28	58	53	134	76	28	54	28	25	134	77	62	94	249	287	197	20	55	71	13

CHICAGO (NORTH/WEST), IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.1	25.1	21.9	18.6	20.5	16.2	14.5	22.1	20.0	15.4	15.3	42.6	34.9	31.2	33.5	26.0	46.2	36.1	29.3	43.4
FIRST QUARTILE	32.0	22.5	18.5	16.5	16.5	9.5	13.5	19.5	17.5	13.5	11.5	40.0	32.0	28.0	28.0	22.5	43.0	34.0	26.5	43.0
MEDIAN	38.0	24.5	20.5	18.5	23.5	15.5	13.5	19.5	19.5	14.5	13.5	43.0	34.0	30.0	36.0	26.5	47.5	36.0	28.0	43.0
THIRD QUARTILE	43.0	28.0	24.5	20.5	23.5	23.5	13.5	23.5	22.5	16.5	20.5	47.5	36.0	34.0	34.0	28.0	47.5	38.0	32.0	47.5
NO. COMPANIES	22	15	11	16	19	3	10	9	15	22	15	16	12	18	20	19	8	11	9	5
NO. EMPLOYEES	22	27	28	70	205	3	43	14	26	40	153	34	48	81	317	149	9	30	24	5

CINCINNATI, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	28.8	26.3	19.1	16.9	12.5	15.6	21.3	19.0	13.8	16.7	37.2	33.3	33.5	28.0	21.4	43.0	39.5	31.0	33.8
FIRST QUARTILE	28.0	22.5	20.5	16.5	13.5	11.5	10.5	17.5	15.5	12.5	14.5	34.0	32.0	28.0	22.5	16.5	40.0	38.0	28.0	28.0
MEDIAN	36.0	28.0	28.0	17.5	15.5	12.5	11.5	20.5	17.5	13.5	18.5	43.0	34.0	32.0	25.5	20.5	47.5	40.0	30.0	30.0
THIRD QUARTILE	43.0	36.0	32.0	21.5	20.5	12.5	16.5	22.5	22.5	15.5	18.5	47.5	36.0	40.0	34.0	25.5	47.5	43.0	34.0	38.0
NO. COMPANIES	16	19	11	15	17	6	5	12	6	15	6	12	10	14	13	13	5	4	7	7
NO. EMPLOYEES	19	31	23	39	49	9	14	14	8	62	60	49	33	75	250	73	9	12	27	9

CLEVELAND, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.3	26.4	22.7	18.3	16.1	12.6	15.7	20.5	17.7	16.3	13.4	41.9	34.3	33.1	27.5	22.7	41.3	33.2	26.3	38.1
FIRST QUARTILE	32.0	21.5	19.5	17.5	14.5	12.5	13.5	19.5	13.5	13.5	12.5	38.0	28.0	30.0	24.5	19.5	36.0	30.0	18.5	34.0
MEDIAN	34.0	26.5	22.5	18.5	16.5	12.5	14.5	20.5	17.5	16.5	13.5	40.0	32.0	32.0	26.5	20.5	43.0	34.0	26.5	36.0
THIRD QUARTILE	43.0	28.0	25.5	20.5	16.5	13.5	16.5	21.5	18.5	17.5	14.5	43.0	40.0	36.0	30.0	23.5	43.0	36.0	34.0	43.0
NO. COMPANIES	13	11	13	13	10	4	4	8	4	9	9	9	9	12	16	9	4	8	2	5
NO. EMPLOYEES	13	17	21	53	31	9	13	11	12	39	19	10	29	62	79	29	4	15	3	6

COLUMBUS, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.6	27.2	18.4	17.0	15.7	14.5	15.4	21.6	14.9	14.2	11.7	39.0	33.3	29.6	24.0	21.0	36.2	33.9	23.8	38.8
FIRST QUARTILE	25.5	24.5	15.5	15.5	13.5	12.5	13.5	16.5	13.5	12.5	10.5	38.0	32.0	28.0	22.5	19.5	23.5	32.0	20.5	36.0
MEDIAN	32.0	26.5	18.5	17.5	14.5	14.5	16.5	17.5	15.5	13.5	11.5	40.0	34.0	30.0	24.5	20.5	36.0	34.0	20.5	40.0
THIRD QUARTILE	43.0	30.0	20.5	18.5	17.5	16.5	18.5	23.5	15.5	15.5	11.5	43.0	36.0	32.0	26.5	23.5	43.0	36.0	28.0	43.0
NO. COMPANIES	27	18	22	25	13	9	10	11	13	20	21	16	14	21	26	22	8	8	4	4
NO. EMPLOYEES	27	33	29	55	31	21	13	12	28	53	64	47	90	88	122	39	8	26	7	5

DAYTON, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.5	30.8	20.3	15.0	13.0	14.5	11.1	20.2	14.3	12.4	11.1	37.3	31.3	31.5	26.3	21.0	33.5	35.0		
FIRST QUARTILE	32.0	28.0	13.5	14.5	12.5	12.5	9.5	15.5	14.5	10.5	10.5	32.0	28.0	30.0	23.5	19.5	21.5	32.0		
MEDIAN	34.0	28.0	19.5	15.5	12.5	13.5	9.5	19.5	14.5	11.5	11.5	38.0	30.0	32.0	26.5	22.5	38.0	34.0		
THIRD QUARTILE	47.5	32.0	22.5	16.5	13.5	16.5	12.5	22.5	14.5	13.5	11.5	40.0	36.0	34.0	30.0	22.5	40.0	38.0		
NO. COMPANIES	10	5	5	6	5	4	2	5	3	8	4	7	5	6	9	7	4	3		
NO. EMPLOYEES	10	5	6	21	13	5	10	5	5	60	14	12	16	21	38	13	5	6		

DETROIT AREA, MI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.5	27.6	26.0	21.5	17.6		13.9	24.0		15.5	16.2	39.8	39.1	33.7	24.3	25.1	43.3	35.8	31.1	
FIRST QUARTILE	30.0	19.5	22.5	18.5	13.5		10.5	15.5		13.5	11.5	34.0	34.0	28.0	21.5	18.5	30.0	30.0	25.5	
MEDIAN	40.0	25.5	23.5	20.5	14.5		13.5	18.5		14.5	12.5	38.0	36.0	32.0	24.5	21.5	47.5	36.0	25.5	
THIRD QUARTILE	43.0	38.0	32.0	24.5	19.5		15.5	38.0		17.5	22.5	43.0	47.5	43.0	26.5	32.0	52.5	43.0	38.0	
NO. COMPANIES	16	8	3	9	13		4	3		6	8	4	7	10	11	12	3	6	3	
NO. EMPLOYEES	16	13	6	21	36		7	3		9	30	5	20	36	24	36	3	15	6	

EVANSVILLE, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.6	24.0	18.8	15.1	13.2		12.0	24.7	15.6	12.5	11.8	36.0	31.8	27.2	23.1	19.2	41.1	33.0		26.9
FIRST QUARTILE	24.5	20.5	17.5	12.5	10.5		9.5	15.5	14.5	10.5	10.5	26.5	28.0	23.5	20.5	15.5	34.0	30.0		13.5
MEDIAN	30.0	21.5	19.5	15.5	12.5		11.5	20.5	15.5	12.5	11.5	32.0	32.0	25.5	23.5	18.5	43.0	32.0		18.5
THIRD QUARTILE	36.0	28.0	21.5	16.5	15.5		13.5	25.5	17.5	14.5	13.5	38.0	36.0	32.0	28.0	24.5	52.5	34.0		28.0
NO. COMPANIES	18	13	10	11	12		4	5	4	10	15	8	4	7	11	14	5	2		4
NO. EMPLOYEES	18	15	14	28	24		8	5	5	22	34	12	11	21	37	42	5	4		4

FORT WAYNE, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.8	25.1	19.7	17.9	14.2		12.3			13.1	9.9	36.7	31.3	27.9	25.4	19.0	32.5	31.9	32.3	
FIRST QUARTILE	25.5	17.5	17.5	14.5	13.5		9.5			11.5	9.5	34.0	30.0	25.5	23.5	17.5	30.0	32.0	23.5	
MEDIAN	32.0	18.5	17.5	16.5	14.5		11.5			12.5	9.5	36.0	30.0	28.0	25.5	19.5	30.0	32.0	25.5	
THIRD QUARTILE	36.0	26.5	23.5	22.5	14.5		13.5			14.5	10.5	38.0	32.0	30.0	28.0	19.5	32.0	34.0	40.0	
NO. COMPANIES	11	4	6	7	5		4			12	4	5	4	7	9	7	4	4	3	
NO. EMPLOYEES	11	4	12	23	21		11			29	10	10	12	23	31	31	4	6	4	

GRAND RAPIDS (WEST MI)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.4	32.2	21.5	18.2	12.3			24.5	16.6	14.1	9.4	41.9	36.5	31.1	25.0	19.7	43.8	34.9	29.9	44.0
FIRST QUARTILE	32.0	25.5	22.5	16.5	9.5			17.5	14.5	12.5	9.5	38.0	32.0	28.0	21.5	17.5	36.0	32.0	25.5	32.0
MEDIAN	40.0	28.0	22.5	19.5	11.5			19.5	17.5	14.5	9.5	40.0	38.0	32.0	26.5	19.5	43.0	34.0	28.0	47.5
THIRD QUARTILE	52.5	32.0	23.5	19.5	12.5			20.5	17.5	16.5	9.5	47.5	40.0	34.0	28.0	21.5	52.5	38.0	32.0	52.5
NO. COMPANIES	11	8	4	14	7			6	5	8	8	6	5	9	10	10	3	3	2	2
NO. EMPLOYEES	11	9	6	36	9			6	8	17	319	11	16	24	31	62	3	7	4	3

INDIANAPOLIS, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.3	25.7	17.5	15.8	12.6	15.0	13.5	18.5	14.1	12.6	10.5	39.1	36.3	29.6	25.3	20.5	38.2	31.8	27.3	38.6
FIRST QUARTILE	25.5	23.5	14.5	14.5	11.5	11.5	11.5	15.5	12.5	10.5	9.5	32.0	34.0	26.5	23.5	18.5	32.0	30.0	22.5	32.0
MEDIAN	32.0	25.5	17.5	15.5	12.5	14.5	13.5	17.5	13.5	11.5	9.5	38.0	36.0	30.0	25.5	20.5	34.0	32.0	29.0	38.0
THIRD QUARTILE	38.0	29.0	22.5	17.5	13.5	16.5	15.5	21.5	15.5	13.5	10.5	47.5	40.0	32.0	28.0	22.5	43.0	36.0	30.0	43.0
NO. COMPANIES	19	16	14	21	22	9	8	12	12	17	15	17	15	16	21	22	7	8	6	7
NO. EMPLOYEES	19	25	25	64	48	12	24	15	14	139	54	36	77	129	218	90	7	23	16	7

LANSING, MI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.8		13.2	19.0	14.1			25.7		17.4	13.0		35.7	34.0	27.4	22.2				
FIRST QUARTILE	26.5		16.5	14.5	13.5			20.5		13.5	11.5		32.0	32.0	24.5	19.5				
MEDIAN	38.0		17.5	17.5	13.5			26.5		14.5	12.5		34.0	32.0	28.0	20.5				
THIRD QUARTILE	40.0		20.5	22.5	14.5			30.0		22.5	12.5		40.0	36.0	30.0	23.5				
NO. COMPANIES	5		2	3	5			3		4	3		3	2	4	4				
NO. EMPLOYEES	5		3	6	9			3		7	14		6	2	7	14				

PEORIA, IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.1	24.4	17.4	15.3	13.4	17.5	14.8	26.6	17.9	12.6	12.1	34.5	31.6	24.9	24.2	20.0	36.5	30.7		
FIRST QUARTILE	25.5	19.5	14.5	12.5	12.5	17.5	9.5	23.5	15.5	11.5	11.5	30.0	26.5	21.5	22.5	20.5	30.0	30.0		
MEDIAN	38.0	24.5	17.5	15.5	13.5	17.5	14.5	30.0	17.5	12.5	12.5	34.0	28.0	23.5	24.5	20.5	32.0	30.0		
THIRD QUARTILE	40.0	30.0	18.5	18.5	14.5	17.5	15.5	30.0	20.5	13.5	12.5	36.0	34.0	25.5	25.5	21.5	47.5	32.0		
NO. COMPANIES	8	7	8	6	4	2	4	4	4	4	3	5	4	6	6	7	3	2		
NO. EMPLOYEES	9	10	13	13	20	5	4	5	5	31	22	17	17	22	46	69	3	6		

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

ROCKFORD, IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	26.7	22.0	17.4	16.8	20.5		16.5	13.4	14.1	11.7	32.0	34.3	31.0	22.9	21.6		30.7		
FIRST QUARTILE	30.0	21.5	16.5	14.5	12.5	20.5		12.5	10.5	11.5	10.5	32.0	22.5	25.5	22.5	19.5		30.0		
MEDIAN	34.0	30.0	18.5	16.5	15.5	20.5		14.5	13.5	13.5	10.5	32.0	36.0	32.0	23.5	21.5		30.0		
THIRD QUARTILE	38.0	32.0	28.0	19.5	21.5	22.5		15.5	14.5	15.	13.5	34.0	43.0	34.0	24.5	24.5		32.0		
NO. COMPANIES	12	12	6	10	12	2		4	4	11	8	4	5	5	9	9		2		
NO. EMPLOYEES	12	13	11	12	21	5		4	8	17	26	5	10	22	29	24		3		

TOLEDO AREA, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	26.0	20.2	19.3	15.0	15.5	19.7	25.5	15.7	15.9	13.4	38.9	31.2	30.1	25.4	20.7	37.3	31.0	27.1	36.2
FIRST QUARTILE	30.0	22.5	17.5	16.5	10.5	12.5	17.5	19.5	14.5	14.5	12.5	30.0	28.0	28.0	23.5	19.5	34.0	30.0	21.5	32.0
MEDIAN	38.0	26.5	19.5	19.5	14.5	14.5	19.5	22.5	15.5	15.5	12.5	40.0	34.0	30.0	26.5	20.5	36.0	30.0	22.5	34.0
THIRD QUARTILE	40.0	30.0	24.5	22.5	18.5	14.5	21.5	30.0	17.5	16.5	14.5	43.0	36.0	32.0	26.5	23.5	43.0	34.0	30.0	43.0
NO. COMPANIES	21	19	11	16	14	3	6	14	9	20	13	9	13	16	17	18	12	9	6	5
NO. EMPLOYEES	21	20	20	51	27	4	6	14	11	61	70	12	25	48	47	49	14	17	10	5

WEST CENTRAL UNITED STATES

BISMARCK-MANDAN, ND

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.3	21.7	17.4	14.5	12.3	13.5	14.2	18.4		12.0	11.1	36.3	29.0	24.4	19.8	17.3	35.4	26.7	22.2	
FIRST QUARTILE	25.5	20.5	15.5	13.5	10.5	11.5	12.5	14.5		11.5	9.5	32.0	26.5	21.5	18.5	15.5	32.0	25.5	20.5	
MEDIAN	28.0	23.5	17.5	14.5	11.5	12.5	13.5	15.5		11.5	10.5	34.0	28.0	23.5	19.5	16.5	34.0	26.5	21.5	
THIRD QUARTILE	32.0	23.5	19.5	15.5	14.5	14.5	15.5	15.5		12.5	12.5	43.0	32.0	26.5	20.5	18.5	36.0	28.0	23.5	
NO. COMPANIES	7	3	5	8	7	3	3	4		6	7	3	2	4	5	5	3	2	2	
NO. EMPLOYEES	10	5	15	26	25	4	9	8		34	11	3	25	34	43	40	8	9	6	

CEDAR RAPIDS, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	25.4	25.4	19.2	16.0	13.7		13.5	17.9	15.1	13.2	12.8	37.3	36.0	29.1	24.0	18.2	36.0	29.6		33.4
FIRST QUARTILE	13.5	22.5	16.5	14.5	11.5		9.5	14.5	12.5	12.5	11.5	32.0	32.0	25.5	20.5	16.5	30.0	23.5		24.5
MEDIAN	19.5	26.5	18.5	14.5	13.5		13.5	15.5	13.5	13.5	12.5	36.0	34.0	30.0	23.5	17.5	36.0	30.0		28.0
THIRD QUARTILE	30.0	28.0	21.5	17.5	15.5		14.5	21.5	15.5	13.5	14.5	43.0	43.0	34.0	28.0	19.5	43.0	34.0		38.0
NO. COMPANIES	10	7	6	8	9		4	5	4	10	3	7	7	8	12	15	6	4		4
NO. EMPLOYEES	20	7	17	31	20		4	5	4	23	3	11	19	38	63	50	6	8		4

DAVENPORT, IA (QUAD-CITIES)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.2	31.6	29.5	24.0	15.4	25.0	23.1	34.7	18.8	17.3	19.2	42.6	34.1	34.2	28.2	25.3	38.1	37.4	24.3	
FIRST QUARTILE	36.0	20.5	32.0	18.5	11.5	17.5	18.5	22.5	15.5	13.5	12.5	36.0	34.0	30.0	22.5	17.5	20.5	38.0	16.5	
MEDIAN	36.0	28.0	32.0	26.5	14.5	30.0	26.5	25.5	19.5	17.5	24.5	47.5	36.0	38.0	26.5	30.0	32.0	38.0	25.5	
THIRD QUARTILE	47.5	38.0	32.0	30.0	18.5	30.0	26.5	52.5	21.5	20.5	24.5	52.5	38.0	38.0	36.0	32.0	47.5	38.0	30.0	
NO. COMPANIES	17	11	8	11	12	4	5	5	9	15	11	8	4	14	14	13	4	5	3	
NO. EMPLOYEES	17	14	38	38	29	5	11	8	15	39	40	9	16	66	39	68	4	62	3	

DES MOINES, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.0	27.2	20.4	17.1	14.3	13.2	12.9	20.3	15.4	12.7	11.0	37.5	31.1	29.4	23.6	20.3	38.5	31.5	26.5	36.2
FIRST QUARTILE	32.0	22.5	17.5	14.5	12.5	11.5	10.5	15.5	12.5	11.5	9.5	32.0	28.0	25.5	20.5	17.5	32.0	28.0	25.5	32.0
MEDIAN	34.0	24.5	19.5	16.5	14.5	13.5	12.5	19.5	14.5	12.5	10.5	36.0	30.0	28.0	23.5	20.5	36.0	34.0	28.0	34.0
THIRD QUARTILE	43.0	30.0	21.5	18.5	15.5	14.5	14.5	22.5	18.5	14.5	11.5	43.0	34.0	32.0	26.5	22.5	43.0	34.0	28.0	40.0
NO. COMPANIES	40	32	30	39	36	20	19	22	23	34	25	35	24	39	42	29	13	11	9	6
NO. EMPLOYEES	41	50	61	111	125	46	54	34	45	161	176	67	69	196	234	195	16	23	21	7

DULUTH AREA, MN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	27.8	22.3	18.8	17.4	16.8	18.5			14.6	12.5			33.3	28.2	22.7			27.1	
FIRST QUARTILE	29.0	20.5	14.5	15.5	16.5	14.5	14.5			11.5	10.5			30.0	23.5	20.5			23.5	
MEDIAN	30.0	28.0	20.3	17.5	16.5	16.5	15.5			12.5	12.5			32.0	26.5	21.5			26.5	
THIRD QUARTILE	43.0	36.0	29.0	20.5	17.5	19.5	19.5			15.5	14.5			34.0	32.0	25.5			26.5	
NO. COMPANIES	5	6	3	4	2	2	3			5	2			4	4	1			4	
NO. EMPLOYEES	5	7	3	12	8	3	4			11	3			8	12	21			4	

FARGO-MOORHEAD, ND

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.5	24.4	16.4	13.4	12.4		16.5		14.4	12.1	10.9	32.5	28.1	21.5	21.1	17.6		23.8		
FIRST QUARTILE	25.5	20.5	13.5	12.5	11.5		15.5		12.5	10.5	9.5	32.0	23.5	19.5	18.5	15.5		22.5		
MEDIAN	34.0	24.5	14.5	13.5	12.5		16.5		13.5	11.5	10.5	32.0	28.0	20.5	19.5	18.5		22.5		
THIRD QUARTILE	36.0	22.0	17.5	14.5	12.5		17.5		15.5	13.5	11.5	32.0	30.0	22.5	22.5	19.5		26.5		
NO. COMPANIES	14	7	7	9	11		3		9	18	14	3	4	5	12	9		3		
NO. EMPLOYEES	15	7	8	12	27		3		9	29	22	4	9	11	40	18		3		

FORT DODGE, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.5							20.7			12.0	30.0		22.1	17.5					
FIRST QUARTILE	23.5							13.5			10.5	28.0		12.5	12.5					
MEDIAN	28.0							20.5			10.5	30.0		24.5	17.5					
THIRD QUARTILE	43.0							28.0			12.5	32.0		30.0	22.5					
NO. COMPANIES	3							3			4	3		3	3					
NO. EMPLOYEES	3							3			8	3		3	3					

KANSAS CITY, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.1	26.2	18.6	17.8	13.9	16.2	13.4	20.5	15.4	13.8	11.0	40.4	34.0	31.1	26.0	22.0	41.9	33.9	25.3	31.5
FIRST QUARTILE	32.0	14.5	13.5	15.5	12.5	14.5	12.5	15.5	14.5	12.5	9.5	32.0	32.0	26.5	23.5	19.5	43.0	28.0	20.5	18.5
MEDIAN	36.0	25.5	18.5	16.5	14.5	14.5	13.5	18.5	14.5	13.5	10.5	40.0	34.0	32.0	26.5	21.5	43.0	34.0	25.5	21.5
THIRD QUARTILE	34.0	30.0	23.5	18.5	15.5	15.5	14.5	23.5	16.5	14.5	11.5	47.5	36.0	34.0	28.0	26.5	43.0	40.0	30.0	43.0
NO. COMPANIES	21	15	16	20	14	7	7	14	12	21	11	12	8	11	19	16	6	8	7	4
NO. EMPLOYEES	21	20	27	43	39	10	19	16	23	79	51	20	21	44	67	61	11	19	15	4

LINCOLN, NE

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.1	20.3	15.8	14.6	11.4	11.1	12.7	16.2	12.1	10.9	9.7	33.2	29.2	25.3	21.2	16.7	36.6	32.1	23.7	30.3
FIRST QUARTILE	25.5	17.5	13.5	12.5	10.5	9.5	10.5	14.5	10.5	10.5	9.5	30.0	28.0	22.5	19.5	15.5	34.0	30.0	17.5	30.0
MEDIAN	30.0	21.5	15.5	13.5	10.5	10.5	12.5	15.5	11.5	10.5	9.5	32.0	30.0	24.5	20.5	16.5	36.0	32.0	23.5	32.0
THIRD QUARTILE	36.0	23.5	16.5	16.5	11.5	12.5	13.5	18.5	12.5	11.5	9.5	34.0	30.0	28.0	23.5	18.5	38.0	38.0	28.0	34.0
NO. COMPANIES	14	15	13	17	12	5	9	7	8	17	10	13	9	15	19	19	6	6	9	5
NO. EMPLOYEES	14	23	21	59	33	7	19	15	24	199	68	26	48	62	91	69	8	13	12	5

MADISON, WI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.4	28.1	22.1	17.7	14.5	21.0	14.3	20.2	16.6	14.2	12.1	39.4	31.5	28.0	23.8	19.0			27.5	
FIRST QUARTILE	24.0	23.5	17.5	14.5	13.5	21.5	12.5	13.5	14.5	12.5	10.5	38.0	25.5	25.5	22.5	17.5			24.5	
MEDIAN	34.0	25.5	21.5	16.5	14.5	22.5	13.5	22.5	16.5	13.5	11.5	38.0	32.0	28.0	24.5	18.5			28.0	
THIRD QUARTILE	40.0	34.0	26.5	19.5	15.5	23.5	14.5	24.5	17.5	14.5	13.5	43.0	34.0	30.0	25.5	19.5			30.0	
NO. COMPANIES	6	6	8	9	6	3	5	3	6	9	7	7	8	7	9	9			2	
NO. EMPLOYEES	6	7	13	31	16	6	12	3	17	47	25	14	19	30	55	59			3	

MID-MISSOURI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.1	24.8	19.4	14.9	14.0		14.9	22.4	14.0	12.7	11.8	40.7	36.0	26.8	23.1	18.5	35.3	30.1	23.3	
FIRST QUARTILE	28.0	14.5	15.5	13.5	11.5		13.5	15.5	12.5	11.5	10.5	34.0	32.0	23.5	19.5	16.5	30.0	28.0	17.5	
MEDIAN	36.0	22.5	17.5	15.5	13.5		13.5	17.5	12.5	11.5	11.5	40.0	36.0	28.0	23.5	18.5	36.0	32.0	24.5	
THIRD QUARTILE	39.0	34.0	22.5	15.5	15.5		15.5	22.5	16.5	14.5	12.5	47.5	43.0	30.0	24.5	21.5	40.0	32.0	25.5	
NO. COMPANIES	9	6	8	8	6		4	4	7	7	4	6	4	9	10	9	3	2	3	
NO. EMPLOYEES	9	12	17	23	14		5	4	11	41	38	9	14	42	45	31	3	5	4	

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

MILWAUKEE, WI

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.1	25.2	18.9	17.1	14.8		14.5	20.9	15.9	14.5	15.7	40.2	38.1	28.7	25.9	20.7		30.8	25.6	30.0
FIRST QUARTILE	28.0	21.5	15.5	15.5	13.5		13.5	19.5	13.5	12.5	13.5	34.0	34.0	28.0	25.5	18.5		25.5	22.5	21.5
MEDIAN	32.0	24.5	17.5	16.5	14.5		14.5	20.5	15.5	14.5	15.5	36.0	38.0	30.0	25.5	20.5		32.0	25.5	24.5
THIRD QUARTILE	34.0	30.0	20.5	18.5	15.5		15.5	20.5	18.5	16.5	15.5	47.5	40.0	32.0	25.5	22.5		34.0	25.0	40.0
NO. COMPANIES	12	10	8	13	11		2	5	7	15	5	7	4	5	12	14		5	3	6
NO. EMPLOYEES	12	11	8	22	29		3	5	10	44	15	8	12	18	31	30		6	7	7

MINNEAPOLIS-ST. PAUL, MN

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.2	28.8	20.0	17.7	15.1	15.1	13.6	21.8	15.8	14.4	13.0	42.8	40.1	33.1	27.5	23.3	42.7	33.9	27.8	35.8
FIRST QUARTILE	32.0	22.5	17.5	15.5	13.5	13.5	12.5	18.5	14.5	12.5	11.5	40.0	36.0	30.0	24.5	19.5	40.0	30.0	24.5	24.5
MEDIAN	36.0	28.0	18.5	16.5	14.5	15.5	13.5	20.5	15.5	13.5	12.5	43.0	40.0	34.0	28.0	24.5	43.0	36.0	28.0	36.0
THIRD QUARTILE	43.0	36.0	22.5	19.5	17.5	16.5	14.5	22.5	17.5	15.5	15.5	47.5	43.0	36.0	30.0	28.0	47.5	38.0	32.0	43.0
NO. COMPANIES	44	33	26	39	40	5	7	26	24	40	29	26	27	39	54	44	20	17	17	11
NO. EMPLOYEES	47	39	47	81	91	8	11	28	62	139	97	55	176	285	387	216	25	71	54	12

MINNESOTA (SOUTHERN)

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.3	21.3	17.5	16.0	13.5		13.0	18.8	13.3	11.7	10.3		28.6	26.7	26.4	19.1			23.9	
FIRST QUARTILE	28.0	18.5	14.5	12.5	12.5		11.5	14.5	12.5	10.5	9.5		24.5	23.5	23.5	17.5			19.5	
MEDIAN	32.0	22.5	16.5	14.5	12.5		12.5	16.5	12.5	11.5	9.5		30.0	24.5	25.5	20.5			22.5	
THIRD QUARTILE	34.0	24.5	18.5	16.5	14.5		13.5	19.5	13.5	12.5	9.5		32.0	32.0	30.0	20.5			28.0	
NO. COMPANIES	9	6	10	8	5		2	4	4	6	3		4	2	5	7			2	
NO. EMPLOYEES	9	6	12	17	5		10	4	4	12	5		5	3	7	23			7	

OMAHA, NE

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.8	23.2	19.6	15.7	15.1		13.2			14.3	12.4	37.4	29.8	31.8	25.5	19.4	38.2			
FIRST QUARTILE	36.0	19.5	16.5	12.5	13.5		9.5			13.5	11.5	34.0	30.0	28.0	24.5	17.5	36.0			
MEDIAN	43.0	23.5	18.5	14.5	14.5		14.5			14.5	12.5	36.0	30.0	30.0	25.5	19.5	36.0			
THIRD QUARTILE	47.5	25.5	19.5	16.5	16.5		15.5			15.5	13.5	40.0	32.0	32.0	28.0	21.5	40.0			
NO. COMPANIES	6	7	6	7	7		2			9	6	4	6	2	8	6	4			
NO. EMPLOYEES	7	10	9	13	18		3			17	17	7	9	12	32	18	6			

ST. LOUIS, MO

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	23.6	18.2	14.9	13.1	14.5	12.7	18.6	14.4	12.9	11.4	36.6	30.7	28.9	24.0	17.2		31.6	26.3	33.3
FIRST QUARTILE	30.0	19.5	16.5	13.5	11.5	10.5	9.5	14.5	12.5	11.5	10.5	34.0	28.0	28.0	21.5	15.5		30.0	24.5	24.5
MEDIAN	34.0	22.5	18.5	14.5	13.5	14.5	12.5	14.5	14.5	12.5	11.5	36.0	30.0	28.0	23.5	16.5		32.0	26.5	34.0
THIRD QUARTILE	43.0	28.0	19.5	16.5	13.5	15.5	15.5	22.5	15.5	13.5	11.5	38.0	32.0	30.0	26.5	18.5		34.0	28.0	34.0
NO. COMPANIES	14	10	9	13	8	3	5	7	7	10	9	7	5	7	11	10		4	3	4
NO. EMPLOYEES	14	18	15	26	18	4	10	8	7	21	41	13	21	37	54	25		9	12	6

TOPEKA, KS

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.9	24.0	17.7	16.4	13.3	14.3	16.9	18.0	13.5	14.3	12.0	41.2	34.7	32.2	26.1	22.0	39.8	37.6	29.5	36.0
FIRST QUARTILE	32.0	19.5	13.5	14.5	11.5	11.5	11.5	16.5	11.5	11.5	10.5	40.0	32.0	30.0	24.5	19.5	38.0	32.0	25.5	32.0
MEDIAN	34.0	23.5	18.5	16.5	12.5	14.5	15.5	19.5	12.5	13.5	11.5	43.0	34.0	32.0	25.5	21.5	38.0	38.0	30.0	38.0
THIRD QUARTILE	38.0	25.5	21.5	17.5	15.5	16.5	22.5	19.5	14.5	16.5	13.5	43.0	36.0	36.0	28.0	22.5	40.0	43.0	34.0	43.0
NO. COMPANIES	14	7	9	16	11	5	10	7	7	8	9	7	9	11	10	11	4	5	6	6
NO. EMPLOYEES	14	13	23	34	22	5	22	10	8	15	89	9	29	63	77	69	4	5	11	6

WICHITA, KS

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.2	28.2	19.6	19.2	16.9		15.3	20.3	14.8	17.0	12.9	40.1	36.5	31.2	26.2	23.1	37.7	32.2	29.0	39.4
FIRST QUARTILE	32.0	24.5	17.5	16.5	14.5		11.5	16.5	13.5	13.5	11.5	38.0	34.0	28.0	24.5	19.5	34.0	28.0	28.0	36.0
MEDIAN	34.0	28.0	19.5	18.5	15.5		12.5	20.5	14.5	14.5	11.5	40.0	34.0	32.0	26.5	23.5	36.0	34.0	29.0	36.0
THIRD QUARTILE	40.0	30.0	20.5	20.5	17.5		16.5	23.5	14.5	23.5	13.5	43.0	40.0	34.0	28.0	26.5	43.0	34.0	32.0	38.0
NO. COMPANIES	15	6	5	10	13		3	7	9	13	12	12	7	14	13	13	6	7	5	4
NO. EMPLOYEES	16	10	8	26	41		14	9	16	54	40	15	16	36	49	73	6	13	25	4

SOUTHERN UNITED STATES

ATLANTA, GA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.8	19.6	16.5	13.8	14.2	10.8		19.5	15.0	14.6	11.9	30.2	29.5	28.4	23.8	18.0	33.4		28.5	
FIRST QUARTILE	26.5	17.5	15.5	12.5	13.5	9.5		16.5	14.5	13.5	10.5	28.0	28.0	25.5	21.5	17.5	23.5		21.5	
MEDIAN	26.5	18.5	15.5	13.5	14.5	10.5		16.5	15.5	14.5	11.5	28.0	28.0	28.0	22.5	18.5	30.0		32.0	
THIRD QUARTILE	38.0	20.5	18.5	14.5	15.5	11.5		24.5	16.5	15.5	13.5	38.0	30.0	32.0	26.5	20.5	40.0		32.0	
NO. COMPANIES	6	7	6	6	7	4		5	5	5	5	5	3	6	5	5	4		3	
NO. EMPLOYEES	6	14	13	14	11	4		6	11	14	52	7	5	16	12	10	4		3	

BALTIMORE, MD

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.7	24.1	19.8	16.8	15.2	13.7	12.3	18.9	13.5	14.1	11.0	42.2	35.4	29.7	23.8	20.8	40.0	36.7	28.3	37.7
FIRST QUARTILE	30.0	22.5	17.5	14.5	14.5	13.5	9.5	18.5	12.5	12.5	9.5	40.0	30.0	28.0	21.5	19.5	34.0	32.0	24.5	30.0
MEDIAN	38.0	25.5	18.5	16.5	14.5	13.5	11.5	18.5	12.5	14.5	11.5	43.0	36.0	30.0	23.5	20.5	43.0	36.0	26.5	40.0
THIRD QUARTILE	40.0	26.5	19.5	18.5	16.5	14.5	14.5	19.5	15.5	15.5	11.5	43.0	38.0	34.0	25.5	21.5	43.0	40.0	28.0	43.0
NO. COMPANIES	8	6	4	9	5	3	5	5	3	10	4	6	6	7	8	5	3	4	5	3
NO. EMPLOYEES	8	9	10	12	19	9	13	5	3	14	15	13	19	23	35	13	3	7	8	3

BIRMINGHAM, AL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.4	26.0	16.9	14.6	12.2	11.9	12.9	19.4	14.1	12.3	10.5	38.8	33.6	33.3	25.0	20.6	40.2	35.1	25.8	42.3
FIRST QUARTILE	34.0	21.5	14.5	12.5	10.5	9.5	11.5	15.5	12.5	10.5	9.5	34.0	30.0	30.0	22.5	17.5	36.0	25.5	21.5	36.0
MEDIAN	36.0	26.5	17.5	13.5	12.5	11.5	12.5	18.5	12.5	12.5	9.5	40.0	34.0	34.0	24.5	20.5	40.0	38.0	28.0	38.0
THIRD QUARTILE	38.0	30.0	18.5	15.5	13.5	14.5	13.5	20.5	16.5	13.5	11.5	43.0	36.0	36.0	26.5	22.5	47.5	40.0	28.0	47.5
NO. COMPANIES	12	13	13	14	8	5	6	9	7	12	8	10	10	15	13	12	5	3	3	3
NO. EMPLOYEES	15	21	34	46	31	7	19	18	16	39	28	17	24	41	64	74	6	7	3	4

CHARLOTTE, NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.2	24.5	17.4	15.8	14.0	13.4	14.5	17.8	14.4	13.6	12.3	37.3	31.5	29.3	24.6	19.4	37.2	32.4	23.9	29.8
FIRST QUARTILE	30.0	20.5	15.5	14.5	12.5	12.5	13.5	16.5	12.5	11.5	10.5	36.0	26.5	28.0	20.5	16.5	34.0	30.0	18.5	23.5
MEDIAN	34.0	22.5	16.5	15.5	14.5	13.5	14.5	17.5	13.5	13.5	12.5	38.0	32.0	30.0	24.5	19.5	34.0	32.0	25.5	23.5
THIRD QUARTILE	36.0	28.0	17.5	16.5	15.5	14.5	15.5	18.5	14.5	15.5	12.5	40.0	36.0	32.0	28.0	21.5	43.0	34.0	26.5	32.0
NO. COMPANIES	12	12	10	15	12	7	8	9	7	14	9	8	8	13	16	13	5	3	3	3
NO. EMPLOYEES	12	17	17	37	26	9	10	10	8	67	22	9	18	52	56	27	5	6	6	4

CHATTANOOGA, TN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.3	29.0	17.7	18.2	15.3	-	15.1		14.7	15.4	12.0	35.5	32.7	34.3	26.2	20.8		27.0	27.2	31.0
FIRST QUARTILE	28.0	20.5	15.5	13.5	14.5	-	12.5		12.5	10.5	11.5	28.0	32.0	25.5	23.5	19.5		26.5	25.5	28.0
MEDIAN	34.0	26.5	17.5	15.5	15.5	-	13.5		13.5	12.5	12.5	28.0	32.0	34.0	26.5	20.5		26.5	28.0	28.0
THIRD QUARTILE	43.0	38.0	18.5	26.5	17.5	-	17.5		16.5	20.5	12.5	43.0	34.0	43.0	28.0	22.5		26.5	28.0	30.0
NO. COMPANIES	8	7	8	6	6	-	4		4	7	5	4	4	6	7	6		2	2	4
NO. EMPLOYEES	8	7	11	15	15	-	9		5	14	11	4	9	11	24	21		7	3	4

COLUMBIA, SC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	22.7	16.8	14.7	12.8		12.2	15.0	13.8	11.6	10.4	36.1	31.2	25.2	26.7	19.3	37.3	34.7	26.4	38.1
FIRST QUARTILE	25.5	16.5	14.5	13.5	10.5		9.5	14.5	13.5	11.5	9.5	34.0	30.0	21.5	23.5	17.5	30.0	34.0	25.5	36.0
MEDIAN	38.0	21.5	15.5	14.5	12.5		12.5	14.5	13.5	11.5	9.5	34.0	30.0	21.5	26.5	17.5	36.0	36.0	25.5	36.0
THIRD QUARTILE	40.0	26.5	18.5	16.5	14.5		14.5	14.5	13.5	11.5	10.5	38.0	30.0	32.0	32.0	19.5	43.0	36.0	25.5	36.0
NO. COMPANIES	12	9	5	8	8		4	7	6	8	5	6	5	10	10	8	5	5	5	2
NO. EMPLOYEES	12	19	12	38	27		5	37	84	366	69	39	43	202	66	111	5	16	30	8

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

DALLAS, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.4	31.7	20.9	19.6	16.4	14.6	16.5	20.0	17.5	14.3	13.1	46.8	40.5	33.6	28.6	26.0	44.4	38.8	33.1	38.5
FIRST QUARTILE	26.5	21.5	18.5	16.5	13.5	13.5	13.5	18.5	14.5	12.5	11.5	43.0	38.0	30.0	25.5	22.5	40.0	34.0	29.5	28.0
MEDIAN	36.0	34.0	19.5	17.5	15.5	14.5	14.5	19.5	15.5	13.5	12.5	47.5	43.0	34.0	28.0	25.5	43.0	40.0	32.0	38.0
THIRD QUARTILE	47.5	38.0	24.5	22.5	18.5	15.5	18.5	20.5	19.5	14.5	13.5	52.5	43.0	38.0	34.0	28.0	47.5	43.0	34.0	47.5
NO. COMPANIES	16	11	9	13	10	5	5	10	10	15	8	8	9	11	12	10	9	7	5	7
NO. EMPLOYEES	18	21	19	54	49	8	8	12	22	97	40	21	50	84	102	106	10	17	12	10

FORT WORTH, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.9	25.0	20.0	17.2	16.0	15.5	16.4	21.8	15.9	13.3	12.0	46.2	35.9	33.8	28.5	24.7	42.3	39.4	31.4	41.5
FIRST QUARTILE	30.0	21.5	19.5	14.5	11.5	13.5	13.5	17.5	14.5	11.5	10.5	43.0	30.0	30.0	25.5	22.5	34.0	36.0	28.0	32.5
MEDIAN	32.0	23.5	18.5	16.5	15.5	15.5	16.5	21.5	15.5	12.5	12.5	43.0	38.0	34.0	30.0	24.5	43.0	38.0	30.0	40.0
THIRD QUARTILE	43.0	26.5	22.5	19.5	18.5	17.5	18.5	22.5	16.5	14.5	13.5	52.5	40.0	36.0	32.0	28.0	47.5	40.0	36.0	52.5
NO. COMPANIES	11	9	8	9	8	6	6	8	5	11	6	6	6	8	11	8	7	7	4	7
NO. EMPLOYEES	11	16	16	29	24	13	29	8	8	73	20	13	36	35	74	34	7	20	4	7

GREENSBORO, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	20.5	13.3	20.2	16.8	13.9	14.2	15.5	13.4	16.9	14.1	12.7	40.8	32.8	31.0	26.1	20.1	34.4			
FIRST QUARTILE	11.5	11.5	18.5	15.5	11.5	9.5	12.5	10.5	13.5	12.5	11.5	36.0	23.5	28.0	22.5	19.5	33.0			
MEDIAN	11.5	11.5	20.5	16.5	12.5	12.5	14.5	10.5	15.5	15.5	11.5	38.0	36.0	32.0	23.5	19.5	35.0			
THIRD QUARTILE	30.0	11.5	21.5	18.5	15.5	20.5	17.5	17.5	19.5	15.5	13.5	47.5	39.0	32.0	24.0	22.5	40.0			
NO. COMPANIES	9	6	3	7	7	3	4	6	5	5	3	6	4	7	5	8	4			
NO. EMPLOYEES	20	35	3	15	20	3	8	15	7	11	5	3	8	17	16	61	4			

GREENVILLE, SC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.2	24.2	19.0	16.1	16.5	13.7	15.7	24.3	14.5	12.6	14.1	45.8	36.1	30.2	25.3	21.4		37.1		
FIRST QUARTILE	28.0	20.5	18.5	14.5	14.5	13.5	14.5	16.5	13.5	9.5	14.5	43.0	34.0	25.5	22.5	18.5		36.0		
MEDIAN	36.0	24.5	19.5	15.5	16.5	13.5	14.5	25.5	14.5	12.5	14.5	47.5	36.0	30.0	26.5	21.5		38.0		
THIRD QUARTILE	47.5	28.0	19.5	17.5	18.5	15.5	16.5	30.0	15.5	14.5	14.5	52.5	40.0	34.0	28.0	23.5		40.0		
NO. COMPANIES	7	6	5	6	5	2	3	3	5	7	2	5	5	5	4	6		2		
NO. EMPLOYEES	7	11	22	24	13	12	6	3	5	20	11	15	46	51	51	44		9		

HOUSTON, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.0	29.1	20.6	18.7	17.0	18.4	15.8	21.7	14.6	16.7	14.4	46.2	41.4	37.0	30.1	26.2	45.3	38.4	33.2	42.8
FIRST QUARTILE	36.0	25.5	21.5	16.5	15.5	16.5	13.5	18.5	16.5	14.5	13.5	43.0	38.0	34.0	28.0	23.5	43.0	36.0	32.0	38.0
MEDIAN	43.0	28.0	22.5	18.5	16.5	18.5	14.5	20.5	17.5	15.5	15.5	47.5	43.0	38.0	30.0	25.5	47.5	38.0	32.0	43.0
THIRD QUARTILE	47.5	30.0	23.5	20.5	18.5	19.5	17.5	21.5	21.5	18.5	15.5	52.5	47.5	40.0	32.0	28.0	52.5	43.0	36.0	47.5
NO. COMPANIES	12	9	6	12	12	5	4	8	9	6	9	8	4	9	13	8	6	6	5	5
NO. EMPLOYEES	13	16	13	43	41	9	9	9	14	26	20	14	35	69	81	32	7	13	10	5

JACKSONVILLE, FL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.9	28.3	22.3	17.3	14.9	18.3	14.9	19.9	15.6	12.4	11.8	37.3	36.2	29.2	23.4	20.9	35.8	31.3	22.7	31.4
FIRST QUARTILE	26.5	24.5	20.3	15.5	13.5	17.5	13.5	19.5	14.5	10.5	10.5	28.0	36.0	28.0	22.5	18.5	34.0	28.0	21.5	23.5
MEDIAN	32.0	26.5	21.5	15.5	14.5	17.5	14.5	19.5	15.5	12.5	11.5	38.0	36.0	28.0	23.5	20.5	36.0	30.0	21.5	32.0
THIRD QUARTILE	43.0	32.0	23.5	18.5	15.5	18.5	15.5	20.5	16.5	14.5	12.5	47.5	39.0	32.0	24.5	21.5	38.0	34.0	22.5	34.0
NO. COMPANIES	11	6	6	9	10	3	6	6	5	6	3	6	5	9	5	7	5	4	3	4
NO. EMPLOYEES	12	14	21	32	42	4	19	9	30	39	26	11	19	91	87	59	5	15	23	4

KINGSPORT (EAST TN)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.4	33.8	20.8	19.3	16.3		15.5				15.1			30.0	24.9	20.3				
FIRST QUARTILE	32.0	24.5	17.5	18.5	13.5		16.5				14.5			28.0	22.5	12.5				
MEDIAN	34.0	24.5	20.5	21.5	14.5		16.5				14.5			30.0	26.5	20.5				
THIRD QUARTILE	40.0	43.0	24.5	21.5	19.5		16.5				16.5			30.0	28.0	22.5				
NO. COMPANIES	5	2	2	3	2		3				3			3	6	2				
NO. EMPLOYEES	5	2	3	5	8		5				3			4	13	8				

KNOXVILLE (GREATER), TN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.3	24.7	19.2	14.5	13.0		10.2				12.0			26.5		22.0				
FIRST QUARTILE	34.0	21.5	13.5	9.5	11.5		9.5				10.5			19.5		19.5				
MEDIAN	52.5	24.5	21.5	11.5	12.5		9.5				11.5			30.0		22.5				
THIRD QUARTILE	52.5	28.0	22.5	18.5	14.5		10.5				12.5			30.0		25.5				
NO. COMPANIES	3	3	3	4	6		2				2			3		3				
NO. EMPLOYEES	3	3	5	6	13		6				4			3		11				

LEXINGTON, KY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.6	21.7		13.9	12.9	14.5		17.3		12.3	10.2	31.4	32.4	27.7	21.3	18.6	35.1		20.5	
FIRST QUARTILE	18.5	17.5		12.5	10.5	12.5		13.5		11.5	9.5	22.5	25.5	22.5	20.5	15.5	23.5		14.5	
MEDIAN	32.0	18.5		13.5	11.5	13.5		15.5		12.5	10.5	28.0	38.0	26.5	21.5	18.5	36.0		20.5	
THIRD QUARTILE	43.0	28.0		15.5	15.5	17.5		18.5		13.5	10.5	32.0	38.0	34.0	24.5	21.5	38.0		24.5	
NO. COMPANIES	7	7		6		3		4		6	3	4	4	7	7	3	3		2	
NO. EMPLOYEES	7	9		13	16	3		4		13	3	4	9	18	19	18	4		4	

LITTLE ROCK, AR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.8	22.6	16.8	15.3	13.5	12.5	12.7	20.3		13.8	12.7	37.7	32.8	28.6	24.7	21.2		38.6		
FIRST QUARTILE	32.0	18.5	15.5	14.5	12.5	9.5	10.5	13.5		11.5	12.6	30.8	32.0	26.5	23.5	20.5		36.0		
MEDIAN	34.0	20.5	15.5	15.5	13.5	13.5	11.5	13.5		15.5	13.5	40.0	32.0	28.0	24.5	21.5		38.0		
THIRD QUARTILE	47.5	24.5	18.5	16.5	14.5	14.5	15.5	14.0		15.5	13.5	43.0	34.0	32.0	26.5	22.5		38.0		
NO. COMPANIES	3	3	3	4	3	2	3	2		4	3	3	2	2	2	3		2		
NO. EMPLOYEES	3	10	8	25	13	3	21	3		32	15	3	5	18	13	9		8		

LOUISVILLE, KY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.7	25.7	21.8	15.8	15.3	14.6	12.2	21.4	16.1	13.5	11.7	38.3	33.8	30.4	25.0	21.6	37.8	33.8	28.6	32.9
FIRST QUARTILE	24.0	19.5	19.5	13.5	13.5	13.5	11.5	17.5	13.5	11.5	9.5	34.0	30.0	28.0	22.5	19.5	25.5	30.0	24.5	19.5
MEDIAN	34.0	26.5	22.5	15.5	14.5	14.5	12.5	20.5	16.5	12.5	13.5	38.0	34.0	30.0	25.5	21.5	38.0	36.0	30.0	32.0
THIRD QUARTILE	36.0	30.0	24.5	17.5	17.5	15.5	13.5	26.5	17.5	14.5	13.5	43.0	38.0	34.0	26.5	23.5	43.0	38.0	32.0	40.0
NO. COMPANIES	20	16	12	13	13	5	7	11	8	14	10	14	14	14	17	13	8	4	6	8
NO. EMPLOYEES	24	24	31	28	42	7	11	13	11	94	36	20	46	58	94	81	8	11	13	8

NORFOLK (HAMPTON ROADS), VA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	23.3	16.7	15.4	12.6		13.2	16.3		11.5	10.9	37.6	31.9	27.9	22.2	19.7		27.7		35.0
FIRST QUARTILE	25.5	17.5	15.5	11.5	11.5		11.5	12.5		9.5	7.5	34.0	24.0	25.5	19.5	17.5		24.5		17.5
MEDIAN	36.0	21.5	16.5	12.5	12.5		13.5	15.5		11.5	9.5	38.0	32.0	26.5	22.5	18.5		26.5		40.0
THIRD QUARTILE	40.0	30.0	17.5	18.5	13.5		14.5	17.5		12.5	13.5	43.0	34.0	30.0	25.5	20.5		32.0		47.5
NO. COMPANIES	6	5	3	5	7		3	4		7	7	4	2	3	8	6		3		3
NO. EMPLOYEES	6	5	5	8	19		3	4		15	16	5	3	12	18	14		5		3

OKLAHOMA CITY, OK

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.6	31.3	23.2	20.5	15.4	16.8	20.5	25.3	19.5	14.9	15.0	45.2	34.5	31.4	27.0	23.1	41.2			46.4
FIRST QUARTILE	32.0	22.5	18.5	16.5	14.5	13.5	16.5	18.5	15.5	12.5	12.5	40.0	32.0	30.0	24.5	20.5	24.0			38.0
MEDIAN	38.0	25.5	21.5	18.5	15.5	14.5	22.5	20.5	17.5	13.5	15.5	43.0	34.0	30.0	28.0	22.5	43.0			47.5
THIRD QUARTILE	47.5	38.0	28.0	24.5	16.5	22.5	22.5	30.0	20.5	17.5	17.5	52.5	38.0	32.0	30.0	26.5	52.5			47.5
NO. COMPANIES	8	6	7	5	5	3	3	4	3	5	7	3	2	5	6	6	3			4
NO. EMPLOYEES	8	6	12	20	26	3	3	4	4	14	35	3	11	14	35	57	3			4

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
JOB CATEGORY	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

ORLANDO (GREATER), FL

TOTAL ALL TYPES OF BUSINESS

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.6	25.7	18.7	16.6	13.5	13.4	15.4	17.7	13.5	12.6	10.8	42.4	36.2	31.0	25.9	20.9	46.4	33.0	30.4	40.1
FIRST QUARTILE	30.0	23.5	16.5	14.5	12.5	12.5	13.5	14.5	11.5	10.5	9.5	38.0	34.0	28.0	24.5	19.5	43.0	30.0	28.0	36.0
MEDIAN	34.0	25.5	17.5	15.5	12.5	13.5	15.5	15.5	12.5	12.5	10.5	43.0	36.0	30.0	25.5	21.5	47.5	32.0	32.0	40.0
THIRD QUARTILE	40.0	26.5	19.5	18.5	14.5	13.5	17.5	21.5	15.5	14.5	11.5	47.5	38.0	34.0	28.0	22.5	47.5	36.0	34.0	43.0
NO. COMPANIES	13	3	8	10	9	5	7	6	6	11	6	9	8	13	13	11	5	7	8	5
NO. EMPLOYEES	19	12	33	59	51	12	10	10	22	104	88	30	55	113	121	72	9	36	19	6

RALEIGH (RES. TRIANGLE), NC

TOTAL ALL TYPES OF BUSINESS

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.2	26.3	20.5	17.3	15.7	13.5	13.5	17.8	15.5	12.6	10.9	40.0	32.8	28.3	24.1	21.3	40.3	35.6	27.4	38.4
FIRST QUARTILE	30.0	22.5	18.5	15.5	14.5	12.5	12.5	15.5	13.5	11.5	9.5	36.0	30.0	25.5	22.5	20.5	36.0	32.0	26.5	32.0
MEDIAN	36.0	28.0	20.5	16.5	15.5	13.5	13.5	18.5	15.5	12.5	10.5	40.0	34.0	28.0	23.5	20.5	34.0	36.0	26.0	34.0
THIRD QUARTILE	38.0	30.0	23.5	18.5	15.5	14.5	14.5	19.5	17.5	13.5	10.5	43.0	36.0	30.0	24.5	22.5	47.5	40.0	34.0	40.0
NO. COMPANIES	15	13	15	15	15	7	7	12	9	14	10	11	8	13	14	15	12	9	7	5
NO. EMPLOYEES	26	42	61	82	84	66	72	32	46	410	88	41	125	219	197	113	14	41	43	7

RICHMOND, VA

TOTAL ALL TYPES OF BUSINESS

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.3	24.1	17.5	15.5	13.6	14.3	14.9	19.0	16.0	12.4	12.3	40.9	33.8	28.7	24.2	19.4	41.6	34.3	27.9	42.3
FIRST QUARTILE	18.5	21.5	15.5	13.5	11.5	13.5	13.5	17.5	14.5	11.5	10.5	36.0	30.0	26.5	21.5	18.5	40.0	30.0	25.5	40.0
MEDIAN	22.5	24.5	16.5	15.5	13.5	14.5	15.5	19.5	16.5	12.5	11.5	40.0	34.0	28.0	23.5	19.5	40.0	34.0	28.0	43.0
THIRD QUARTILE	36.0	26.5	18.5	17.5	14.5	15.5	16.5	20.5	17.5	14.5	12.5	43.0	33.0	30.0	26.5	20.5	43.0	38.0	30.0	47.5
NO. COMPANIES	21	17	19	15	17	14	11	15	14	17	15	14	16	17	16	17	10	13	11	7
NO. EMPLOYEES	44	59	120	66	60	30	181	34	99	502	67	36	196	255	310	233	41	114	123	13

ROANOKE, VA

TOTAL ALL TYPES OF BUSINESS

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	25.1	18.0	20.9	16.0					15.7	14.8			25.4	24.7					
FIRST QUARTILE	34.0	18.5	14.5	18.5	13.5					10.5	14.5			21.5	16.5					
MEDIAN	36.0	21.5	14.5	21.5	16.5					17.5	15.5			28.0	21.5					
THIRD QUARTILE	40.0	26.5	21.5	24.5	17.5					19.5	15.5			30.0	36.0					
NO. COMPANIES	5	3	2	4	3					5	2			4	3					
NO. EMPLOYEES	5	4	2	12	6					13	10			5	1					

SAN ANTONIO, TX

TOTAL ALL TYPES OF BUSINESS

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.3		21.9	16.4	15.8					11.6	14.8	41.3	30.2	33.9	25.6	24.5	44.5	40.8		39.4
FIRST QUARTILE	30.0		21.5	14.5	13.5					9.5	14.5	40.0	28.0	26.5	19.5	24.5	43.0	38.0		34.0
MEDIAN	36.0		24.5	16.5	14.5					9.5	15.5	40.0	28.0	34.0	25.5	24.5	43.0	40.0		40.0
THIRD QUARTILE	40.0		24.5	17.5	18.5					14.5	15.5	43.0	28.0	38.0	32.0	25.5	47.5	43.0		40.0
NO. COMPANIES	4		3	4	5					2	3	4	3	4	4	3	3	2		2
NO. EMPLOYEES	4		7	16	10					9	14	5	19	28	41	3	3	11		5

TULSA, OK

TOTAL ALL TYPES OF BUSINESS

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.1	28.1	20.7	18.6	15.6	17.6	18.1	24.4	15.4	15.1	13.1	45.5	39.8	35.3	28.1	23.9	47.7	36.7	26.2	30.5
FIRST QUARTILE	43.0	26.5	18.5	14.5	14.5	13.5	15.5	24.5	15.5	12.5	12.5	43.0	36.0	32.0	26.5	22.5	43.0	32.0	21.5	19.5
MEDIAN	47.5	28.0	20.5	17.5	15.5	15.5	15.5	24.5	15.5	15.5	13.5	47.5	40.0	34.0	28.0	23.5	47.5	36.0	26.5	30.0
THIRD QUARTILE	47.5	32.0	21.5	20.5	16.5	19.5	23.5	25.5	16.5	16.5	13.5	47.5	43.0	36.0	30.0	25.5	52.5	40.0	30.0	43.0
NO. COMPANIES	9	9	6	8	7	4	2	5	4	4	4	7	3	6	11	5	3	7	5	3
NO. EMPLOYEES	9	10	11	22	21	6	11	5	9	8	21	11	9	46	63	19	3	13	12	3

WASHINGTON, DC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.0	22.0	18.5	17.6	15.8	13.0	16.6	18.6	19.1	14.4	12.4	42.3	41.8	35.6	27.8	18.8	45.3	37.9	23.1	43.0
FIRST QUARTILE	28.0	19.5	16.5	16.5	13.5	11.5	15.5	16.5	17.5	13.5	11.5	40.0	38.0	34.0	25.5	17.5	34.0	34.0	20.0	43.0
MEDIAN	30.0	21.5	16.5	17.5	15.5	11.5	17.5	18.5	19.5	14.5	12.5	40.0	40.0	36.0	26.0	18.5	38.0	38.0	23.0	43.0
THIRD QUARTILE	36.0	23.5	20.5	18.5	17.5	15.5	18.5	19.5	21.5	15.5	13.5	43.0	47.5	38.0	30.0	22.5	52.5	40.0	30.0	43.0
NO. COMPANIES	6	4	2	7	3	2	2	3	4	6	6	3	2	5	5	4	2	2	2	2
NO. EMPLOYEES	10	24	2	42	59	10	7	8	5	32	35	6	3	177	191	11	2	19	21	2

WINSTON-SALEM, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.1	26.6	18.6	20.2	14.9	17.1	15.2	21.9	17.7	12.2	11.6	46.0	40.1	33.1	26.1	21.7	44.6	30.2	31.1	40.7
FIRST QUARTILE	32.0	23.5	17.5	13.5	13.5	14.5	11.5	19.5	13.5	10.5	9.5	43.0	36.0	30.0	24.5	19.5	43.0	34.0	29.0	38.0
MEDIAN	36.0	25.5	19.5	19.5	14.5	15.5	12.5	22.5	15.5	11.5	11.5	47.5	38.0	32.0	25.5	22.5	43.0	36.0	33.0	43.0
THIRD QUARTILE	43.0	26.5	20.5	24.5	16.5	19.5	16.5	25.5	20.5	12.5	12.5	52.5	47.5	38.0	29.0	22.5	47.5	38.0	36.0	43.0
NO. COMPANIES	5	5	3	5	6	4	4	5	7	4	5	6	6	6	6	6	5	5	5	3
NO. EMPLOYEES	7	12	27	20	23	7	18	7	10	41	10	19	35	71	100	46	5	12	10	6

WESTERN UNITED STATES

BAKERSFIELD, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.3	23.6	22.0	20.0	16.3	16.2	20.9	21.9	14.0	15.1	12.9	41.7	36.9	33.9	28.3	22.1	45.3	38.9	24.6	39.5
FIRST QUARTILE	36.0	19.5	18.5	18.5	14.5	13.5	19.5	19.5	13.5	12.5	11.5	36.0	32.0	32.0	26.5	19.5	36.0	38.0	20.5	34.0
MEDIAN	43.0	24.5	22.5	19.5	16.5	16.5	21.5	22.5	14.5	14.5	12.5	43.0	36.0	34.0	29.0	21.5	47.5	40.0	24.0	40.0
THIRD QUARTILE	47.5	25.5	26.5	22.5	18.5	18.5	21.5	23.5	21.5	18.5	14.5	47.5	39.0	36.0	30.0	24.5	52.5	40.0	30.0	43.0
NO. COMPANIES	9	4	9	8	6	2	2	4	4	9	4	7	4	5	7	8	3	4	3	3
NO. EMPLOYEES	9	6	11	17	15	3	5	4	4	25	4	9	9	17	14	16	3	7	3	5

DENVER, CO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.6	33.3	21.8	19.1	15.7	17.9	16.7			14.5	12.6	43.2	34.4	35.3		18.5		36.7		37.7
FIRST QUARTILE	43.0	32.0	19.5	18.5	15.5	15.5	14.5			13.5	11.5	43.0	36.0	30.0		15.5		36.0		22.5
MEDIAN	47.5	34.0	21.5	19.5	15.5	18.5	14.5			14.5	11.5	43.0	36.0	36.0		17.5		36.0		43.0
THIRD QUARTILE	47.5	34.0	24.5	20.5	16.5	19.5	15.5			15.5	14.5	43.0	36.0	40.0		19.5		38.0		47.5
NO. COMPANIES	3	2	4	6	5	2	4			4	3	3	3	5		3		2		3
NO. EMPLOYEES	4	3	6	21	27	15	6			50	14	9	24	15		4		3		3

EL PASO, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE									12.5	13.2	11.1		24.1	24.9		16.8				
FIRST QUARTILE									10.5	11.5	7.5		22.5	21.5		14.5				
MEDIAN									11.5	13.5	10.5		24.5	25.5		15.5				
THIRD QUARTILE									13.5	14.5	11.5		24.5	28.0		18.5				
NO. COMPANIES									3	4	4		2	2		2				
NO. EMPLOYEES									4	9	9		5	5		4				

EUGENE, OR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.6		25.1	20.3							15.2	41.0	31.2		27.4	21.0				
FIRST QUARTILE	21.5		23.5	13.5							12.5	40.0	30.0		25.5	18.5				
MEDIAN	30.0		28.0	21.5							12.5	40.0	30.0		28.0	22.5				
THIRD QUARTILE	40.0		28.0	23.5							14.5	43.0	36.0		30.0	23.5				
NO. COMPANIES	4		4	4							4	3	4		6	4				
NO. EMPLOYEES	4		6	6							9	3	7		22	6				

LOS ANGELES, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.4		19.1		14.8					15.1	13.0			37.1	30.1					
FIRST QUARTILE	28.0		16.5		9.5					13.5	12.5			30.0	30.0					
MEDIAN	30.0		21.5		14.5					15.5	12.5			38.0	32.0					
THIRD QUARTILE	43.0		21.5		16.5					16.5	13.5			36.0	32.0					
NO. COMPANIES	4		4		6					5	3			6	4					
NO. EMPLOYEES	4		5		8					13	6			7	11					

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

OAKLAND-EAST BAY, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.2	26.3			17.0		19.2			16.0	14.5							24.8	20.9	
FIRST QUARTILE	20.5	19.5			15.5		18.5			14.5	14.5							23.5	19.3	
MEDIAN	47.5	22.5			15.5		19.5			15.5	14.5							24.5	21.5	
THIRD QUARTILE	52.5	38.0			15.5		19.5			15.5	14.5							26.5	21.5	
NO. COMPANIES	3	3			4		2			5	7							2	2	
NO. EMPLOYEES	9	3			6		3			8	21							3	9	

PHOENIX, AZ

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.0	27.9	20.6	18.9	15.7	15.7	17.4	20.6	15.8	14.0	12.1	44.1	37.8	32.5	27.0	21.0	40.7	37.2	28.9	44.0
FIRST QUARTILE	36.0	22.5	18.5	16.5	12.5	13.5	12.5	17.5	13.5	12.5	10.5	40.0	34.0	28.0	24.5	18.5	36.0	34.0	25.5	28.0
MEDIAN	38.0	28.0	20.5	18.5	15.5	14.5	16.5	20.5	14.5	13.5	11.5	43.0	38.0	32.0	26.5	19.5	36.0	38.0	28.0	43.0
THIRD QUARTILE	43.0	30.0	23.5	20.5	17.5	17.5	22.5	22.5	17.5	15.5	12.5	47.5	40.0	34.0	30.0	22.5	47.5	40.0	34.0	52.5
NO. COMPANIES	12	14	11	16	15	8	10	16	12	17	12	13	12	12	15	10	7	7	6	4
NO. EMPLOYEES	17	25	32	76	61	19	24	21	23	134	61	27	96	110	111	72	10	55	22	4

PORTLAND, OR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.7	26.2	20.7	17.3	15.3	13.0	14.9	20.3	16.5	13.7	12.0	39.6	37.1	31.3	26.7	20.2	39.4	34.7	30.2	37.5
FIRST QUARTILE	34.0	21.5	18.5	15.5	13.5	11.5	12.5	17.5	15.5	12.5	11.5	38.0	32.0	28.0	24.5	18.5	34.0	34.0	28.0	34.0
MEDIAN	35.0	24.5	19.5	16.5	14.5	13.5	12.5	19.5	16.5	13.5	11.5	38.0	34.0	28.0	25.5	20.5	38.0	34.0	30.0	38.0
THIRD QUARTILE	40.0	30.0	22.5	18.5	16.5	14.5	17.5	20.5	17.5	14.5	12.5	43.0	40.0	32.0	29.0	22.5	43.0	38.0	36.0	38.0
NO. COMPANIES	17	14	10	13	11	7	7	11	8	13	10	11	9	13	17	14	7	7	6	4
NO. EMPLOYEES	17	19	17	38	23	10	14	17	21	46	79	17	14	71	81	64	7	13	15	5

SALEM AREA, OR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.7	23.6	18.5	17.4	14.7	16.2	14.5	18.1		12.1	12.0	29.8	31.0	26.5	22.2	20.1	37.0			
FIRST QUARTILE	28.0	22.5	17.5	16.5	13.5	15.5	13.5	15.5		10.5	10.5	28.0	30.0	25.5	18.5	18.5	34.0			
MEDIAN	25.0	24.5	18.5	17.5	14.5	15.5	14.5	18.5		11.5	11.5	30.0	32.0	28.0	23.5	19.5	36.0			
THIRD QUARTILE	28.0	25.5	19.5	19.5	16.5	17.5	14.5	18.5		13.5	13.5	30.0	32.0	28.0	21.5	21.5	34.0			
NO. COMPANIES	4	6	3	8	8	2	3	3		5	3	5	2	5	5	4	3			
NO. EMPLOYEES	12	27	42	52	53	21	4	8		319	314	12	31	119	116	117	30			

SAN FRANCISCO, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.9	32.7	26.5	23.0	16.9	16.0	19.4	20.3	18.4	14.4	13.9	50.5	41.8	37.8	33.4	30.3		44.5		
FIRST QUARTILE	24.5	30.0	23.5	21.5	14.5	10.5	16.5	16.5	16.5	11.5	13.5	47.5	28.0	36.0	30.0	26.5		43.0		
MEDIAN	43.0	34.0	28.0	23.5	16.5	10.5	19.5	19.5	17.5	13.5	13.5	52.5	47.5	38.0	32.0	30.0		43.0		
THIRD QUARTILE	47.5	34.0	28.0	25.5	18.5	19.5	21.5	24.5	20.5	16.5	14.5	52.5	52.5	40.0	39.0	36.0		47.5		
NO. COMPANIES	10	7	4	8	6	2	4	7	7	12	7	4	6	6	7	5		2		
NO. EMPLOYEES	11	11	9	18	8	4	9	13	18	150	14	5	11	15	27	16		6		

SAN JOSE, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.3	32.6	23.8	21.1	18.1	16.2	22.5	27.4	23.2	18.0	14.0	47.0	45.8	38.6	30.4	27.1	48.9	38.1	28.4	42.1
FIRST QUARTILE	38.0	28.0	20.5	18.5	16.5	13.5	21.5	24.5	22.5	17.5	12.5	40.0	43.0	36.0	30.0	25.5	38.0	36.0	26.5	36.0
MEDIAN	43.0	32.0	24.5	20.5	18.5	15.5	22.5	28.0	22.5	17.5	14.5	47.5	47.5	38.0	32.0	28.0	52.5	36.0	26.5	40.0
THIRD QUARTILE	47.5	34.0	24.5	23.5	19.5	19.5	23.5	28.0	25.5	17.5	14.5	52.5	47.5	43.0	32.0	28.0	52.5	38.0	32.0	40.0
NO. COMPANIES	9	7	7	8	6	3	4	4	5	10	9	7	5	7	8	5	4	6	3	3
NO. EMPLOYEES	9	11	12	15	14	3	7	5	6	48	17	12	30	33	39	28	4	13	4	4

SEATTLE, WA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.3	25.3	21.8	19.4	16.4	16.5	15.6	21.2	17.1	18.4	14.9	39.0	37.8	33.0	29.6	23.9	42.4	35.6	30.8	
FIRST QUARTILE	32.0	23.5	19.5	17.5	15.5	12.5	12.5	20.5	16.5	16.5	12.5	36.0	34.0	30.0	26.5	20.5	34.0	34.0	30.0	
MEDIAN	38.0	26.5	23.5	20.5	17.5	12.5	14.5	20.5	17.5	20.5	14.5	40.0	36.0	32.0	28.0	24.5	43.0	34.0	32.0	
THIRD QUARTILE	43.0	26.5	23.5	21.5	18.5	20.5	20.5	22.5	13.5	20.5	18.5	43.0	43.0	36.0	32.0	26.5	43.0	38.0	34.0	
NO. COMPANIES	14	12	10	17	13	2	5	9	7	11	11	14	10	14	17	13	7	9	7	
NO. EMPLOYEES	17	20	18	32	42	2	13	17	24	98	50	23	52	98	117	68	11	48	70	

SPOKANE, WA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.1	25.4	19.0	17.4	15.3	15.0	13.2	20.0	14.6	13.6	10.7	36.6	32.1	28.4	25.0	18.6	34.5	33.3	33.1	21.0
FIRST QUARTILE	32.0	22.5	12.5	14.5	12.5	13.5	12.5	18.5	13.5	11.5	9.5	32.0	30.0	26.5	22.5	16.5	32.0	34.0	19.5	12.5
MEDIAN	36.0	23.5	19.5	17.5	14.5	13.5	12.5	18.5	14.5	11.5	10.5	36.0	34.0	30.0	24.5	18.5	36.0	34.0	22.5	16.5
THIRD QUARTILE	43.0	30.0	22.5	20.5	16.5	16.5	14.5	22.5	15.5	13.5	11.5	40.0	36.0	32.0	28.0	19.5	47.5	34.0	25.5	34.0
NO. COMPANIES	13	11	6	11	10	4	2	8	6	6	8	9	6	8	10	11	3	3	4	3
NO. EMPLOYEES	13	14	7	23	20	4	3	6	8	32	28	10	11	23	33	33	3	6	6	3

STOCKTON, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.4	25.8	14.8		16.1				18.3	13.7	12.6	44.5		30.2	28.5	23.3				
FIRST QUARTILE	28.0	18.5	13.5		14.5				15.5	12.5	11.5	40.0		26.5	24.5	9.5				
MEDIAN	30.0	21.5	14.5		16.5				15.5	13.5	12.5	43.0		30.0	32.0	24.5				
THIRD QUARTILE	47.5	30.0	16.5		17.5				17.5	14.5	14.5	47.5		34.0	32.0	32.0				
NO. COMPANIES	6	7	3		5				4	7	6	4		3	4	2				
NO. EMPLOYEES	6	8	3		10				4	17	19	4		3	7	5				

TACOMA, WA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.5	24.3	14.3	17.5	18.6	16.8	14.2	21.0	15.1	14.2	14.6	44.1	32.9	31.6	25.0	23.3		34.2		
FIRST QUARTILE	32.0	20.5	14.5	15.5	15.5	12.5	12.5	16.5	14.5	12.5	12.5	43.0	32.0	26.5	23.5	19.5		32.0		
MEDIAN	38.0	23.5	15.5	15.5	17.5	17.5	12.5	20.5	14.5	13.5	14.5	43.0	32.0	34.0	28.0	23.5		32.0		
THIRD QUARTILE	39.0	28.0	22.5	20.5	21.5	20.5	15.5	22.5	14.5	15.5	16.5	43.0	34.0	36.0	28.0	25.5		32.0		
NO. COMPANIES	7	5	5	5	4	3	4	4	3	5	3	4	3	5	10	6		3		
NO. EMPLOYEES	8	6	6	15	8	3	6	4	5	31	13	4	13	19	29	34		5		

Salary Conversion Chart

	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	WEEKLY
1.	UNDER-10,000	UNDER-833	UNDER-417	UNDER-385	UNDER-192
2.	10,001 - 11,000	833 - 917	417 - 458	385 - 423	192 - 212
3.	11,001 - 12,000	917 - 1,000	458 - 500	423 - 462	212 - 231
4.	12,001 - 13,000	1,000 - 1,083	500 - 542	462 - 500	231 - 250
5.	13,001 - 14,000	1,083 - 1,167	542 - 583	500 - 538	250 - 269
6.	14,001 - 15,000	1,167 - 1,250	583 - 625	538 - 577	269 - 288
7.	15,001 - 16,000	1,250 - 1,333	625 - 667	576 - 615	288 - 308
8.	16,001 - 17,000	1,333 - 1,417	667 - 708	615 - 654	308 - 327
9.	17,001 - 18,000	1,417 - 1,500	708 - 750	654 - 692	327 - 346
10.	18,001 - 19,000	1,500 - 1,583	750 - 792	692 - 731	346 - 365
11.	19,001 - 20,000	1,583 - 1,667	792 - 833	731 - 769	365 - 385
12.	20,001 - 21,000	1,667 - 1,750	833 - 875	769 - 808	385 - 404
13.	21,001 - 22,000	1,750 - 1,833	875 - 916	808 - 846	404 - 423
14.	22,001 - 23,000	1,833 - 1,917	916 - 958	846 - 885	423 - 442
15.	23,001 - 24,000	1,917 - 2,000	958 - 1,000	885 - 923	442 - 462
16.	24,001 - 25,000	2,000 - 2,083	1,000 - 1,042	923 - 962	462 - 481
17.	25,001 - 26,000	2,083 - 2,167	1,042 - 1,083	962 - 1,000	481 - 500
18.	26,001 - 27,000	2,167 - 2,250	1,083 - 1,125	1,000 - 1,038	500 - 519
19.	27,001 - 29,000	2,250 - 2,417	1,125 - 1,208	1,038 - 1,115	519 - 558
20.	29,001 - 31,000	2,417 - 2,583	1,208 - 1,292	1,115 - 1,192	558 - 596
21.	31,001 - 33,000	2,583 - 2,750	1,292 - 1,375	1,192 - 1,269	596 - 635
22.	33,001 - 35,000	2,750 - 2,916	1,375 - 1,458	1,269 - 1,346	635 - 673
23.	35,001 - 37,000	2,916 - 3,083	1,458 - 1,542	1,346 - 1,423	673 - 712
24.	37,001 - 39,000	3,083 - 3,250	1,542 - 1,625	1,423 - 1,500	712 - 750
25.	39,001 - 41,000	3,250 - 3,417	1,625 - 1,708	1,500 - 1,577	750 - 788
26.	41,001 - 45,000	3,417 - 3,750	1,708 - 1,875	1,577 - 1,731	788 - 865
27.	45,001 - 50,000	3,750 - 4,167	1,875 - 2,083	1,731 - 1,923	865 - 961
28.	50,001 - 55,000	4,167 - 4,583	2,083 - 2,292	1,923 - 2,115	961 - 1,058
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